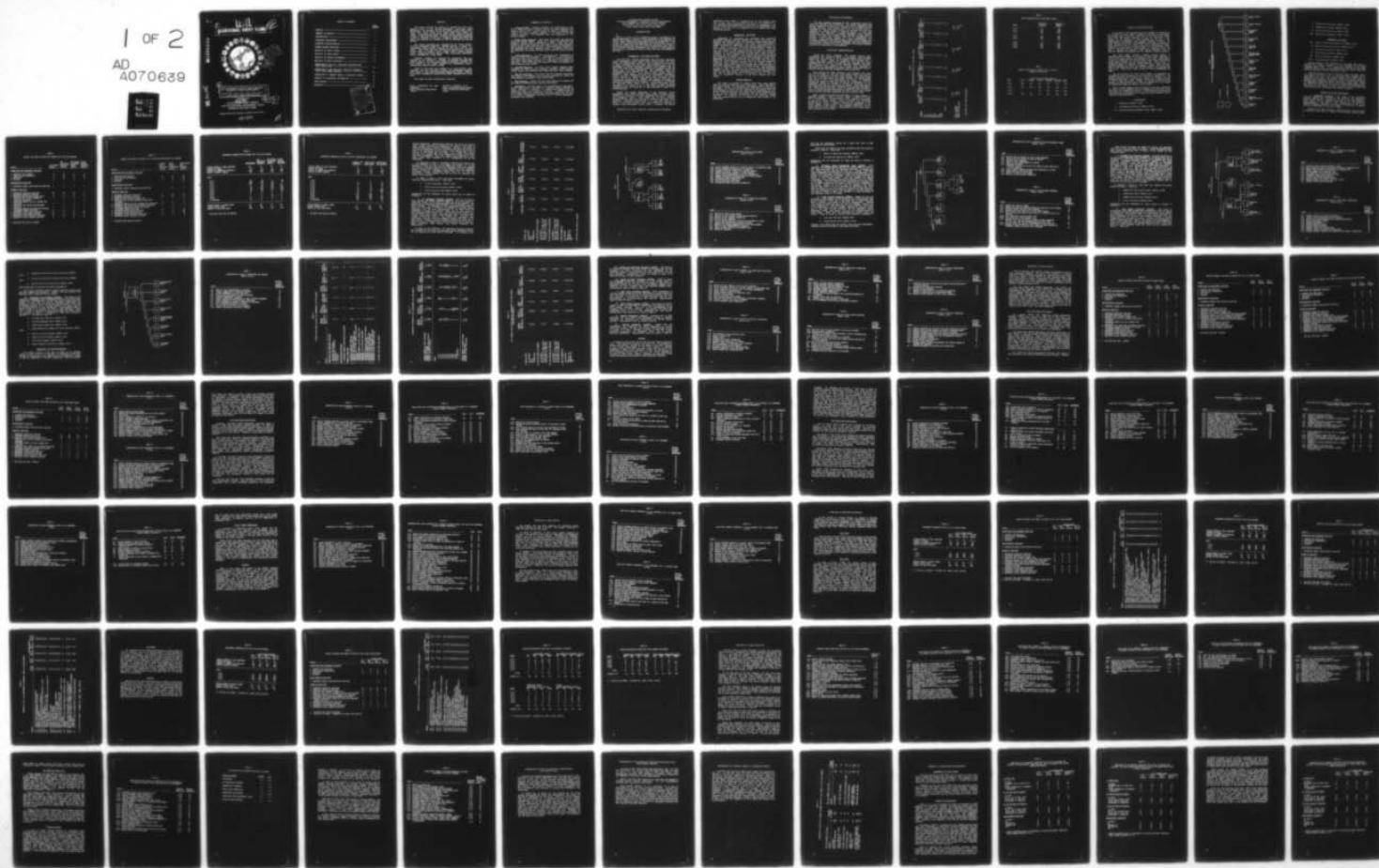


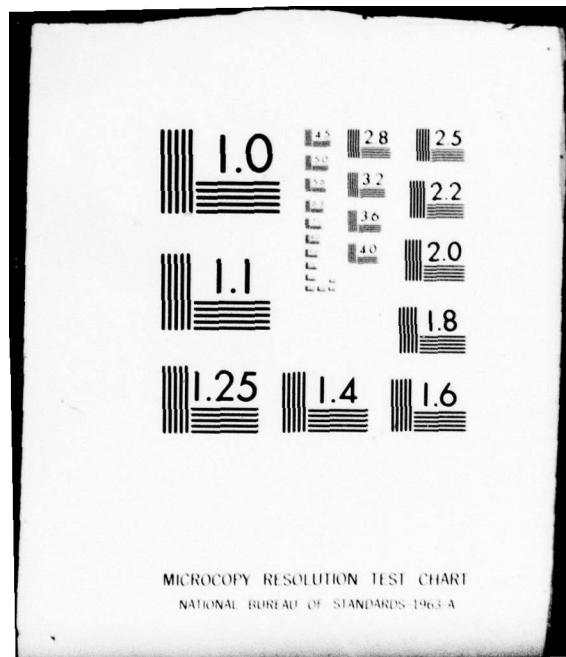
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AIRFIELD MANAGEMENT, OPERATIONS SYSTEM MANAGEMENT,
AND COMMAND AND CONTROL CAREER LADDERS

AFSCs 27131, 27151, 27171, 27132, 27152, 27172,
27199, 27430, 27450, 27470, AND 27490.

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RANDOLPH AFB TEXAS 78148

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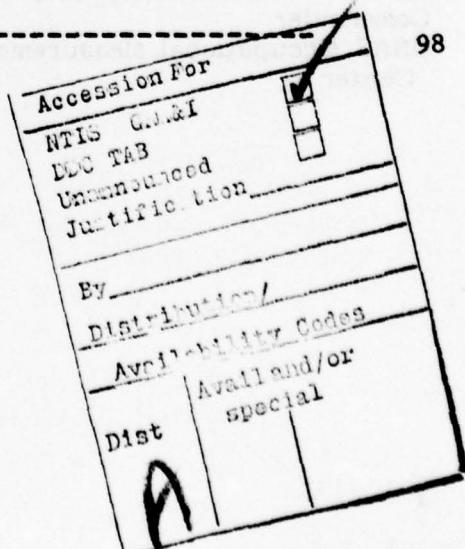
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Airfield Management, Operations System Management, and Command And Control career ladders (AFSCs 27131, 27151, 27171, 27132, 27152, 27172, 27199, 27430, 27450, 27470, and 27490). The project was directed by USAF Program Technical Training, Volume 2, dated February 1978. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. David Williams, Inventory Development Specialist. Captain Frederick B. Bower, Jr., Occupational Survey Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF
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SUMMARY OF RESULTS

1. **Survey Coverage:** Inventory booklets were administered to AFS 271X1, 271X2, and 274X0 personnel during the period September 1978 through January 1979. Survey results are based on responses from 2,529 of the 6,027 incumbents assigned, or 42 percent of the total assigned population. All specialties were well represented in the survey coverage.
2. **Career Ladder Structure:** Seven major job groups were identified within the survey sample. Except for a group of supervisors and managers, groups could be identified by AFSC. There were three groups of AFS 271X2 personnel, two groups of AFS 274X0 personnel, and one group of AFS 271X1 personnel. All performed as technicians in jobs associated with their respective AFSCs. In addition, there were six independent job groups identified which performed unique technical jobs.
3. **DAFSC Differences:** All three specialties were heterogenous in terms of DAFSC task performance. Each specialty's 3- and 5-skill level respondents spend the majority of their time as technical specialists. The 7-skill level airmen perform as a combination of technician and supervisor. DAFS 27199 and 27490 airmen are clearly the managers for their respective career ladders.
4. **MAJCOM Differences:** All three career ladders displayed major differences in terms of tasks performed, utilization, DAFSC makeup, average grade, and experience level among the major using commands.
5. **AFR 39-1 Evaluation:** The current AFR 39-1 specialty descriptions were found to be complete and accurately portrayed the duties and responsibilities of personnel in each career ladder.
6. **STS Evaluation:** Overall, the STSs were found to be complete and up-to-date in providing general training requirements.
7. **Implications:** All three ladders are heterogeneous in task performance. AFS 271X2 is especially so, indicating possible problems in proper utilization of personnel. All ladders also displayed low job satisfaction levels and reenlistment intentions. Attention should be given toward halting the exodus from these specialties if the Air Force is to retain a respectable experience level in airfield management, operations, and controllers.

OCCUPATIONAL SURVEY REPORT
AIRFIELD MANAGEMENT, OPERATIONS SYSTEM MANAGEMENT,
AND COMMAND AND CONTROL CAREER LADDERS
(AFSCs 27131, 27151, 27171, 27132, 27152, 27172,
27199, 27430, 27450, 27470, AND 27490)

INTRODUCTION

This is a report of an occupational survey of personnel in the Airfield Management, Operations System Management, and Command and Control career ladders which was completed by the Occupational Survey Branch, USAF Occupational Measurement Center during May 1979. This survey was requested by HQ USAF/XOOO and HQ ATC/TTQ in order to provide an updated data base from which job information could be taken to make decisions regarding management and training of these personnel resources. An occupational survey of these jobs was last published in May 1972.

Background - AFS 271X1 and 271X2

The AFS 271X1, Airfield Management and AFS 271X2, Operations System Management career ladders were created 30 April 1977 when duties and responsibilities relating to aircraft dispatching, maintenance of flight information data and flight plan processing areas, and the performance of airfield management functions were removed from the AFS 271X0, Airport Air Operations specialty, and combined to form the distinct job of Airfield Management. The remaining duties and responsibilities were combined to form the AFSC 271X2, Operations Management career ladder. These duties included initiating actions in support of flight management policy and procedures, interviewing aircrew members to obtain flying related data, scheduling aircrew training and aircraft sorties, compiling and auditing input data for computerized management data systems, and compiling and summarizing operational management data for analysis. This division of the Airport Air Operations career ladder into two separate specialties became necessary as the scope of job of AFS 271X0 personnel broadened considerably with the conversion to data automation of many of the records functions.

Neither the Airfield Management or the Operations System Management career ladders possess formal resident training courses. Consequently, personnel enter these specialties by means of a directed duty assignment (DDA). These airmen may be either personnel assigned directly from basic training or retrainees from other career specialties. Progression through the 3-, 5-, and 7-skill levels is by means of on-the-job training (OJT) and satisfactory completion of available career development courses (CDCs). Presently, the Airfield

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Management career ladder is overmanned in the five through seven year, 11-year, and 12+ year groups as well as in the grade of E-7. The Operations System Management career ladder is overmanned in the five year and seven through nine year groups, and undermanned in the grades of E-6 and E-7, as reported in the 12 March 1979 USAF Retraining Advisory.

Background - AFS 274X0

Responsible for processing and controlling data concerning operational reporting, relaying command and control instructions, and operating and monitoring voice and electrical communications systems, Command and Control personnel (AFS 274X0) have experienced a number of changes in classification and training requirements over the years. Prior to July 1971, only airmen already skilled in another Air Force specialty were allowed to train into the career ladder. Since that time, the number of basic airmen entering the ladder has fluctuated according to the existing philosophies of the various using commands. Presently, all using commands are accepting basic airmen as well as retrainees into the specialty. Since August 1973 when the E3ABR2730 basic Command and Control course was first established at Keesler AFB, Mississippi, the need for attendance by new airmen into the career ladder has varied depending on the desires of the using commands. Currently, most personnel assigned into this ladder attend the seven-week course where they are awarded the 3-skill level prior to their first assignment to command and control duties. Skill progression to the 5- and 7-skill levels is by way of OJT and satisfactory completion of CDCs. As reported in the 12 March 1979 USAF Retraining Advisory, the career ladder is undermanned in the first enlistment, five year, and 12+ year groups, and in the grades of E-6, E-7, and E-9. They are overmanned, however, in the seven through nine year groups.

Report Objectives

This report is intended to examine these three career ladders based on tasks performed by survey respondents. Topics discussed in this report include: (1) development and administration of the survey instrument; (2) the job structure found within each career ladder and the relationship to skill level and experience level groupings; (3) comparison of the job structures with current career ladder documents such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standards; (4) comparison of the results of this study with results from the previous survey; and (5) background data relative to job satisfaction.

INVENTORY DEVELOPMENT

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-27X-072. The survey instruments from previous studies of the Airport Air Operations and the Command Control Systems Operation career ladders served as the starting point for development of this new task inventory. The previous task lists were expanded and refined through a thorough research of career field publications and directives. Inventory developers then conducted personal interviews with 44 subject matter specialists at eight separate facilities to review the tentative task list for completeness and accuracy. This process resulted in a final comprehensive joint inventory consisting of 548 tasks grouped under 16 duty headings and a background section that requested information about the respondents such as grade, TAFMS, duty title, job interest, and selected questions regarding the respondents' work assignment.

INVENTORY ADMINISTRATION

During the period September 1978 through January 1979, consolidated base personnel offices in operational units worldwide administered the inventory to job incumbents holding DAFSCs 271X1, 271X2, and 274X0. These job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section (background section), and then checked each task performed in their current job.

After checking all tasks performed, each incumbent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent). To determine relative time spent for each task checked by a respondent, all of an incumbent's ratings are assumed to account for 100 percent of the individual's time spent on the job and are summed. Each task rating is then divided by the total task responses and the quotient multiplied by 100. This procedure provides a basis for comparing tasks not only in terms of percent members performing but also in terms of the average relative percent time spent performing any given group of tasks.

Table 1 reflects the percentage distribution, by major command, of personnel assigned a DAFSC of 271X1, 271X2, or 274X0 as of June 1978. Also reflected is the distribution by major command of incumbents in the final survey sample. Table 2 presents the percentage distribution by DAFSC of assigned personnel for comparison to the survey sample. Table 3 reflects the percentage distribution of the survey sample by AFMS groups. These sampling distributions tend to verify that the survey sample is representative of the overall career ladder population for each AFSC.

TABLE 1
COMMAND REPRESENTATION IN THE SURVEY SAMPLE

COMMAND	AFS 271X1		AFS 271X2		AFS 27199		AFS 274X0	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE						
AAC	3	5	1	2	2	2	2	2
ADC	4	3	3	3	4	2	4	5
ATC	6	6	8	8	5	2	5	3
AFCS	2	3	*	0	2	1	*	*
AFSC	5	6	2	2	7	6	3	2
MAC	16	17	22	23	23	21	22	23
PACAF	6	5	4	3	4	6	5	5
SAC	25	23	19	16	16	21	25	25
TAC	22	20	30	34	22	30	13	14
USAFE	11	12	9	8	8	5	14	13
OTHER	*	*	2	1	7	4	7	8
TOTAL	100	100	100	100	100	100	100	100

271X1		271X2		27199		274X0	
TOTAL ASSIGNED	TOTAL SAMPLED	TOTAL ASSIGNED	TOTAL SAMPLED	PERCENT OF ASSIGNED	PERCENT OF ASSIGNED	PERCENT OF ASSIGNED	PERCENT OF ASSIGNED
1,518	568	2,124	839	2,12	103	2,173	1,004
				40%	37%	49%	46%

* INDICATES LESS THAN ONE PERCENT

TABLE 2
DAFSC REPRESENTATION OF THE SURVEY SAMPLE

<u>DAFSC</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
27131	4%	7%
27151	67%	58%
27171	29%	35%
27132	9%	11%
27152	54%	55%
27172	37%	34%
27430	4%	1%
27450	40%	42%
27470	46%	44%
27490	10%	13%

TABLE 3
SURVEY DISTRIBUTION BY MONTHS TIME IN SERVICE
(PERCENT OF EACH AFSC)

<u>AFSC</u>	<u>TOTAL ACTIVE MILITARY SERVICE</u>					
	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>241+</u>
271X1	38%	20%	15%	11%	11%	5%
271X2	41%	23%	16%	9%	9%	2%
27199	-	-	3%	10%	34%	53%
274X0	10%	30%	12%	10%	19%	19%

CAREER LADDER STRUCTURE

A key aspect of the occupational survey program is to examine the job structure of career fields or ladders on the basis of what people are actually doing in the field, rather than on the basis of how official career field and ladder documents say they are structured. This analysis of job structure is made possible by the use of the Comprehensive Occupational Data Analysis Programs (CODAP). By using CODAP, job functions are identified on the basis of similarity in tasks performed and the relative time spent performing the tasks. Using the job structure as a starting point, it is then possible to first describe the career field or career ladder as it presently exists, and then to evaluate the pertinent career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standard.

The career ladder structure analysis process consists of determining the functional job structure of career ladder personnel in terms of job types, clusters, and independent job types. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These fairly unique groups are labeled independent job types.

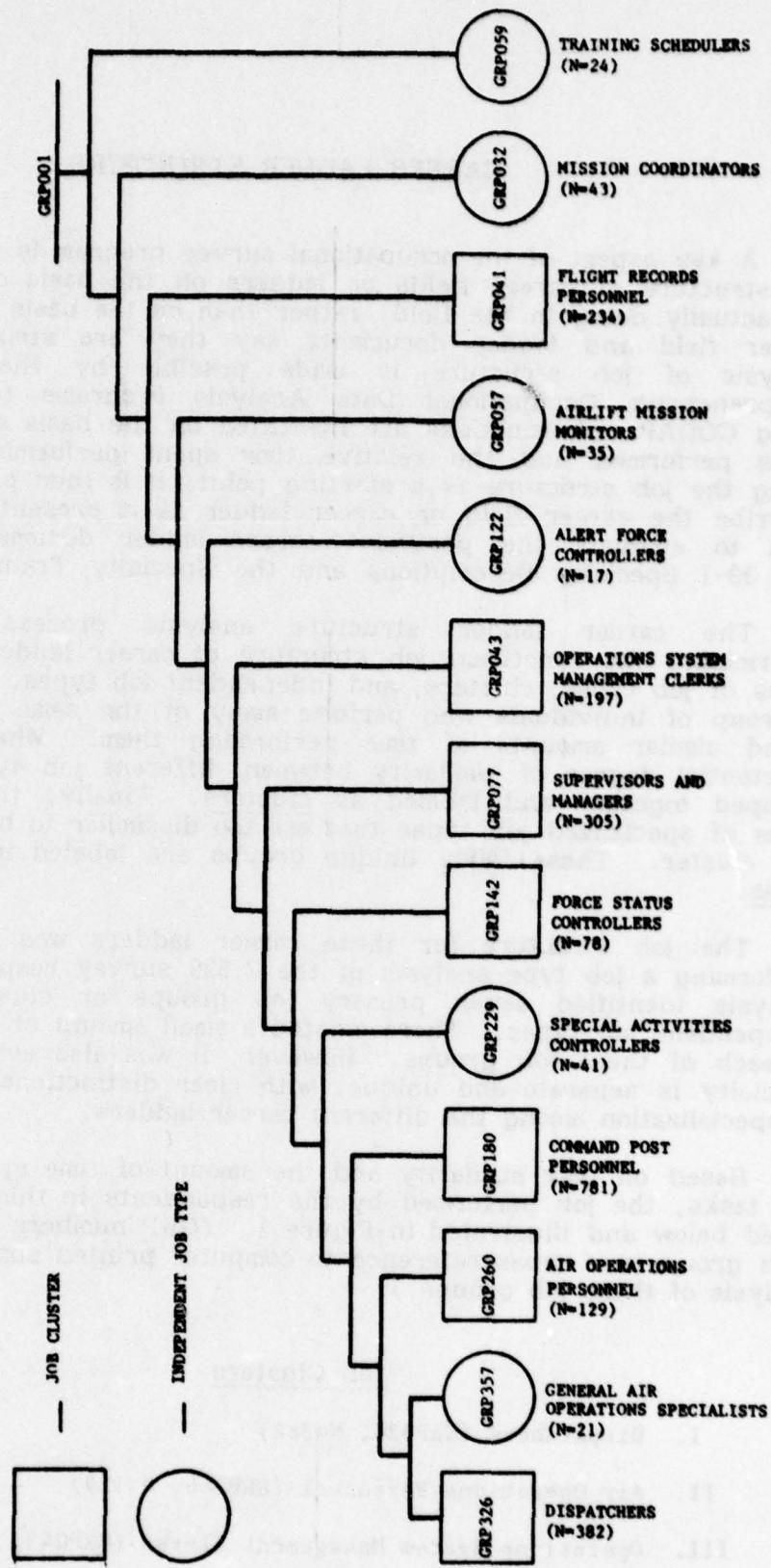
The job structure for these career ladders was determined by performing a job type analysis of the 2,529 survey respondents. This analysis identified seven primary job groups or clusters, and six independent job types. There existed a small amount of DAFSC overlap in each of these job groups. However, it was also evident that each specialty is separate and unique, with clear distinctions in the degree of specialization among the different career ladders.

Based on task similarity and the amount of time spent performing the tasks, the job performed by the respondents in this survey are as listed below and illustrated in Figure 1. (GRP numbers are shown with each group as a cross-reference to computer printed summaries used in analysis of these job groups.)

Job Clusters

- I. Dispatchers (GRP326, N=382)
- II. Air Operations Personnel (GRP260, N=129)
- III. Operations System Management Clerks (GRP043, N=197)

FIGURE 1
AIRFIELD MANAGEMENT, OPERATIONS SYSTEM MANAGEMENT, COMMAND AND CONTROL
CARRIER LADDER STRUCTURE



IV. Flight Records Personnel (GRP041, N=234)

V. Command Post Personnel (GRP180, N=781)

VI. Force Status Controllers (GRP142, N=78)

VII. Supervisors and Managers (GRP077, N=305)

Independent Job Types

VIII. General Air Operations Specialists (GRP357, N=21)

IX. Special Activities Controllers (GRP229, N=41)

X. Alert Force Controllers (GRP122, N=17)

XI. Airlift Mission Monitors (GRP057, N=35)

XII. Mission Coordinators (GRP032, N=43)

XIII. Training Schedulers (GRP059, N=24)

Ninety percent of the respondents in the sample were found to perform jobs roughly equivalent to those described in the major groupings listed above. The remaining ten percent of the sample included members of all three specialties whose jobs appear unique and which did not group into any identified job type.

Brief descriptions of each of these job groups are given below. The primary job clusters will be discussed first, followed by the independent job types. The average relative percent time spent on each duty by the primary job groups is provided in Tables 4 and 5 to highlight major differences between the groups. Tables 6 and 7 reflect the background differences between these groups while Table 8 shows the different perceptions of each group in terms of how interesting they find their job, the degree to which they perceive their talents and training being used, and whether they intend to reenlist.

Primary Job Cluster Descriptions

I. Dispatchers (GRP326). This group of 382 individuals clustered together on the basis of the operations and dispatching functions they perform. Ninety-three percent of the group possess a 271X1 DAFSC and an additional three percent are Air Operations Superintendents. This group is most representative of the job of Airfield Management personnel and contains 355 (63 percent) of the 568 AFS 271X1 respondents in the survey sample.

Averaging 105 tasks performed, Dispatchers were found to spend 82 percent of their time on technical tasks primarily concerned with

TABLE 4
PERCENT TIME SPENT ON DUTIES BY PRIMARY AFS 271XX JOB CLUSTERS

DUTIES	DISPATCHERS (N=382)	AIR OPERATIONS PERSONNEL (N=129)	OPS SYSTEM MANAGEMENT CLERKS (N=197)	FLIGHT RECORDS PERSONNEL (N=234)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>				
A ORGANIZING AND PLANNING	3	8	11	4
B DIRECTING AND IMPLEMENTING	6	12	11	10
C EVALUATING	2	12	3	2
D TRAINING	3	5	3	5
<u>ADMINISTRATIVE FUNCTIONS</u>				
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	4	9	9	3
<u>TECHNICAL FUNCTIONS</u>				
F PERFORMING OPERATIONS FUNCTIONS	35	28	29	4
G PERFORMING REPORTING FUNCTIONS	2	5	4	3
H OPERATING FROM AIRBORNE COMMAND POST	*	*	*	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	*	*	*	0
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	*	1	1	*
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	*	*	*	*
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	14	8	7	1
M PERFORMING FLIGHT RECORD FUNCTIONS	1	7	6	65
N PERFORMING DISPATCHING FUNCTIONS	19	4	3	1
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	4	6	9	2
P PERFORMING FLIGHT PLANNING FUNCTIONS	5	3	4	*

* INDICATES LESS THAN ONE PERCENT

TABLE 5

PERCENT TIME SPENT ON DUTIES BY AFS 274X0 AND SUPERVISORY JOB CLUSTERS

<u>DUTIES</u>	<u>COMMAND POST PERSONNEL (N=781)</u>	<u>FORCE STATUS CONTROLLERS (N=78)</u>	<u>SUPERVISORS AND MANAGERS (N=305)</u>
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>			
A ORGANIZING AND PLANNING	4	3	11
B DIRECTING AND IMPLEMENTING	9	14	32
C EVALUATING	3	3	10
D TRAINING	7	7	13
<u>ADMINISTRATIVE FUNCTIONS</u>			
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	7	13	8
<u>TECHNICAL FUNCTIONS</u>			
F PERFORMING OPERATIONS FUNCTIONS	51	19	11
G PERFORMING REPORTING FUNCTIONS	9	30	2
H OPERATING FROM AIRBORNE COMMAND POST	*	1	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	1	5	*
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	2	2	1
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	*	*	*
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	2	*	2
M PERFORMING FLIGHT RECORD FUNCTIONS	*	2	1
N PERFORMING DISPATCHING FUNCTIONS	2	*	2
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	1	*	2
P PERFORMING FLIGHT PLANNING FUNCTIONS	*	*	1

* INDICATES LESS THAN ONE PERCENT

TABLE 6
BACKGROUND INFORMATION FOR PRIMARY AFS 271XX JOB CLUSTERS

	<u>DISPATCHERS</u>	<u>AIR OPERATIONS PERSONNEL</u>	<u>OPS SYSTEM MANAGEMENT CLERKS</u>	<u>FLIGHT RECORDS PERSONNEL</u>
AVERAGE NUMBER OF TASKS PERFORMED	105	95	38	50
AVERAGE PAY GRADE	4.5	4.7	4.1	4.1
PERCENT OF MEMBERS WHO SUPERVISE	36%	46%	16%	30%
PERCENT ASSIGNED OVERSEAS	30%	26%	22%	15%
DAFSC				
27131	7%	2%	0	1%
27151	56%	12%	5%	1%
27171	30%	3%	8%	0
27132	0	9%	12%	17%
27152	2%	41%	57%	55%
27172	1%	31%	17%	23%
27199	3%	2%	0	3%
27430	0	0	0	0
27450	*	0	0	0
27470	0	0	1%	0
27490	0	0	0	0
NO RESPONSE	1%	0	*	0
AVERAGE MONTHS IN CAREER LADDER	68	80	52	45
AVERAGE MONTHS TAFMS	96	107	77	77
PERCENT IN FIRST ENLISTMENT	40%	33%	52%	44%

* INDICATES LESS THAN ONE PERCENT

of general and group and not about environmental, educational, financial, or social needs of group and by this type of action and a few others of which were not received, notwithstanding the numerous ways to measure general morale, most of these have been eliminated.

TABLE 7
BACKGROUND INFORMATION FOR AFS 274X0 AND SUPERVISORY JOB CLUSTERS

	<u>COMMAND POST PERSONNEL</u>	<u>FORCE STATUS CONTROLLERS</u>	<u>SUPERVISORS AND MANAGERS</u>
AVERAGE NUMBER OF TASKS PERFORMED	99	39	51
AVERAGE PAY GRADE	5.3	5.1	6.4
PERCENT OF MEMBERS WHO SUPERVISE	33%	9%	69%
PERCENT ASSIGNED OVERSEAS	32%	27%	24%
<hr/>			
DAFSC			
27131	0	0	*
27151	1%	0	3%
27171	1%	1%	11%
27132	*	0	*
27152	2%	3%	13%
27172	1%	4%	29%
27199	1%	0	20%
27430	1%	4%	0
27450	43%	38%	1%
27470	38%	47%	10%
27490	11%	3%	12%
NO RESPONSE	1%	0	1%
<hr/>			
AVERAGE MONTHS IN CAREER LADDER	77	70	127
AVERAGE MONTHS TAFMS	143	128	191
PERCENT IN FIRST ENLISTMENT	12%	18%	5%

* INDICATES LESS THAN ONE PERCENT

aircraft dispatching. Representative tasks for this group are listed in Table 9 which illustrates the emphasis of this group in such areas as flight following and air-ground coordination. However, this cluster is relatively heterogeneous with only 70 tasks performed by 50 percent or more of the respondents in the cluster. This is partly due to the 34 percent of this group that are either 7- or 9-skill level airmen. Although they perform many of the dispatching functions of the lower skill level respondents, they also perform some supervisory tasks. These added tasks contribute to the heterogeneity of the job description.

As illustrated in Table 8, Dispatchers exhibited the highest levels of job satisfaction of any of the primary job clusters. It is also important to note that these high job satisfaction levels were reported by a group in which 40 percent of the respondents are first enlistment airmen. Usually first enlistment groups exhibit lower job satisfaction perceptions because dissatisfied airmen have not yet had the opportunity to either separate from the Air Force or crosstrain into another career specialty.

As shown in Figure 2, there were three identifiable job groups within the Dispatcher job cluster. They were:

- A. Airfield Dispatchers (GRP705, N=232)
- B. Senior Airfield Dispatchers (GRP703, N=109)
- C. Airlift Operations NCOs (GRP334, N=20)

Background and job information for these groups may be found in Appendix A.

II. Air Operations Personnel (GRP260). This is the first of three primary job clusters composed mainly of AFS 271X2 personnel. Eighty-one percent of the group are Operations System Managers, two percent are Air Operations Superintendents, and the remainder are AFS 271X1 personnel. As illustrated by the representative tasks listed in Table 10, this group is involved in all phases of operations system management and are most representative of the AFS 271X2 job description as outlined in AFR 39-1. Since they are more general in task performance than either of the other AFS 271X2 job clusters, they average nearly twice as many tasks performed (95). The group also contains considerably more 7- and 9-skill level personnel, more supervisors, and more personnel assigned overseas than either of the other groups. However, the job is primarily technical in nature with 71 percent of their time being spent in such functional areas as reporting, flight scheduling, flight records, and general operations and administration.

In terms of job satisfaction, Air Operations Personnel appeared more satisfied with their job than Operations System Management Clerks but less satisfied than Flight Records Personnel. It is unusual to see

TABLE 8
JOB INTEREST AND RELATED DATA BY PRIMARY JOB CLUSTERS
(PERCENT RESPONDING)

	<u>DISPATCHERS</u>	<u>AIR OPS PERSONNEL</u>	<u>OPS SYS MANAGEMENT CLERKS</u>	<u>FLIGHT RECORDS PERSONNEL</u>	<u>COMMAND POST PERSONNEL</u>	<u>FORCE STATUS CONTROLLERS</u>	<u>SUPERVISORS AND MANAGERS</u>
<u>I FIND MY JOB:</u>							
NO RESPONSE	3	2	4	2	4	5	2
DULL	8	10	22	9	12	12	13
SO-SO	12	22	20	16	14	8	13
INTERESTING	77	66	54	73	70	75	72
<u>MY JOB UTILIZES MY TALENTS:</u>							
NO RESPONSE	2	0	1	2	1	1	1
NOT AT ALL TO VERY LITTLE	21	37	45	22	25	26	25
FAIRLY WELL TO VERY WELL	64	53	50	63	61	58	54
EXCELLENTLY TO PERFECTLY	13	10	4	13	13	15	20
<u>MY JOB UTILIZES MY TRAINING:</u>							
NO RESPONSE	3	0	2	1	2	3	*
NOT AT ALL TO VERY LITTLE	17	35	41	22	24	26	33
FAIRLY WELL TO VERY WELL	67	53	48	57	58	54	49
EXCELLENTLY TO PERFECTLY	13	12	9	20	16	17	18
<u>I PLAN TO REENLIST:</u>							
NO RESPONSE	2	2	2	2	2	4	3
NO	21	22	26	22	25	17	26
PROBABLY NO	13	16	17	20	14	17	11
PROBABLY YES	25	19	22	22	21	29	20
YES	39	41	33	34	38	43	40

* INDICATES LESS THAN ONE PERCENT

FIGURE 2
DISPATCHERS AND AIR OPERATIONS PERSONNEL

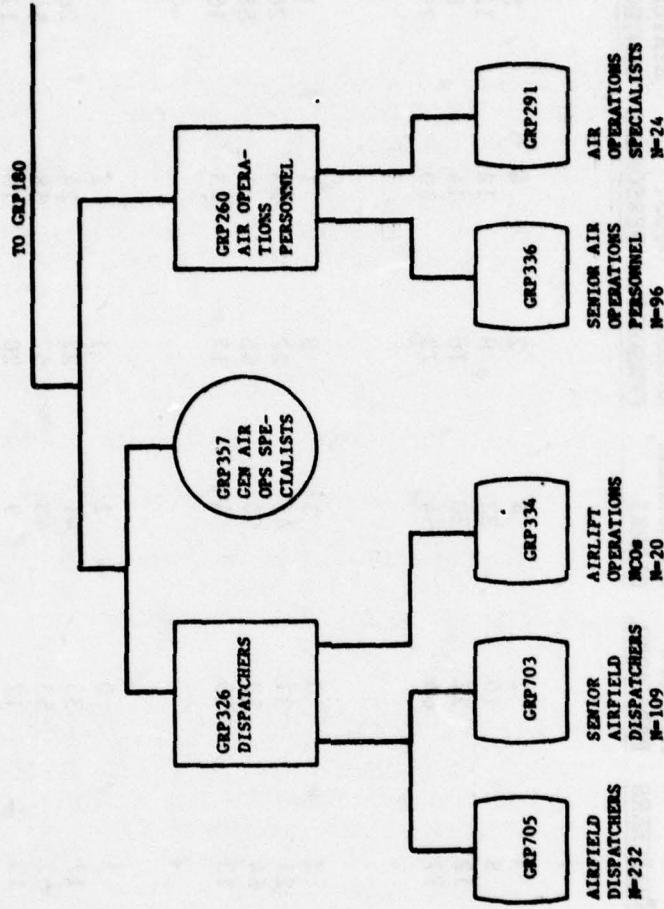


TABLE 9

REPRESENTATIVE TASKS OF DISPATCHERS
(GRP326, N=382)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	97
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	94
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT	92
F163 ARRANGE FOR RUNWAY, TAXIWAY, OR RAMP SWEEPING	92
N489 NOTIFY AIRFIELD MANAGEMENT OF AIRCRAFT EMERGENCIES	91
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	90
N494 OPERATE SECONDARY CRASH PHONE NETS	90
N483 DISSEMINATE CRASH INFORMATION	87
N484 EDIT OR PROCESS FLIGHT PLANS	87
F184 DISSEMINATE RUNWAY CONDITION INFORMATION	86

TABLE 10

REPRESENTATIVE TASKS OF AIR OPERATIONS PERSONNEL
(GRP260, N=129)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F237 RECEIVE OR UPDATE FLIGHT ORDERS	81
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	80
F236 RECEIVE OR POST WEATHER INFORMATION	73
F180 DELIVER FLYING SCHEDULES	73
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	72
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	70
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	70
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	69
G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES	67
E144 REPRODUCE DOCUMENTS	67

such low job satisfaction indices for a group with such a large percentage of career airmen.

There were two separate job types identified within this group as depicted in Figure 2. They were:

- A. Senior Air Operations Personnel (GRP336, N=96)
- B. Air Operations Specialists (GRP291, N=24)

Background and job information for these job types is included in Appendix A.

III. Operations System Management Clerks (GRP043). When comparing the representative tasks for this group listed in Table 11 with those tasks listed for Air Operations Personnel, it appears that both groups perform relatively the same job. However, Operations System Management Clerks perform in a much more limited scope. This group of 197 individuals, 86 percent of whom are AFS 271X2 personnel, perform an average of only 38 tasks. This is the lowest of all the job groups in the survey sample. They also possess the highest percentage of first enlistment personnel (52 percent) of any job cluster in the sample. They are among the most heterogeneous of groups, with only 18 tasks performed by 30 percent or more of all the respondents in the cluster. Except for the fact that the members in this group perform some tasks in all of the functional air operations areas, there does not appear to be a clear pattern of utilization of these personnel. Their job satisfaction levels are also the lowest of any major group but that may be a factor of either poor utilization or a high percentage of first enlistment airmen in the cluster.

IV. Flight Records Personnel (GRP041). Despite the fact that 95 percent of the members of this cluster are AFS 271X2 personnel who spend 65 percent of their time in the single duty of Performing Flight Record Functions, this group is still very heterogeneous. Although they average 50 tasks performed (as Table 12 indicates), there are few tasks performed by a high percentage of group members. While there is the commonality of all group members spending the majority of their time in the flight records functions, like the Operations System Management Clerks, there appears to be no clear utilization pattern of these airmen. There were two identifiable job groups within this cluster. These are listed on Figure 3 and discussed in Appendix A.

- A. Data Input Personnel (GRP056, N=55)
- B. Flight Records Clerks (GRP054, N=179)

However, even within these job groups, there was little homogeneity. Utilization patterns continued to vary among individuals.

FIGURE 3
OPERATIONS SYSTEM MANAGEMENT CLERKS AND FLIGHT RECORDS PERSONNEL

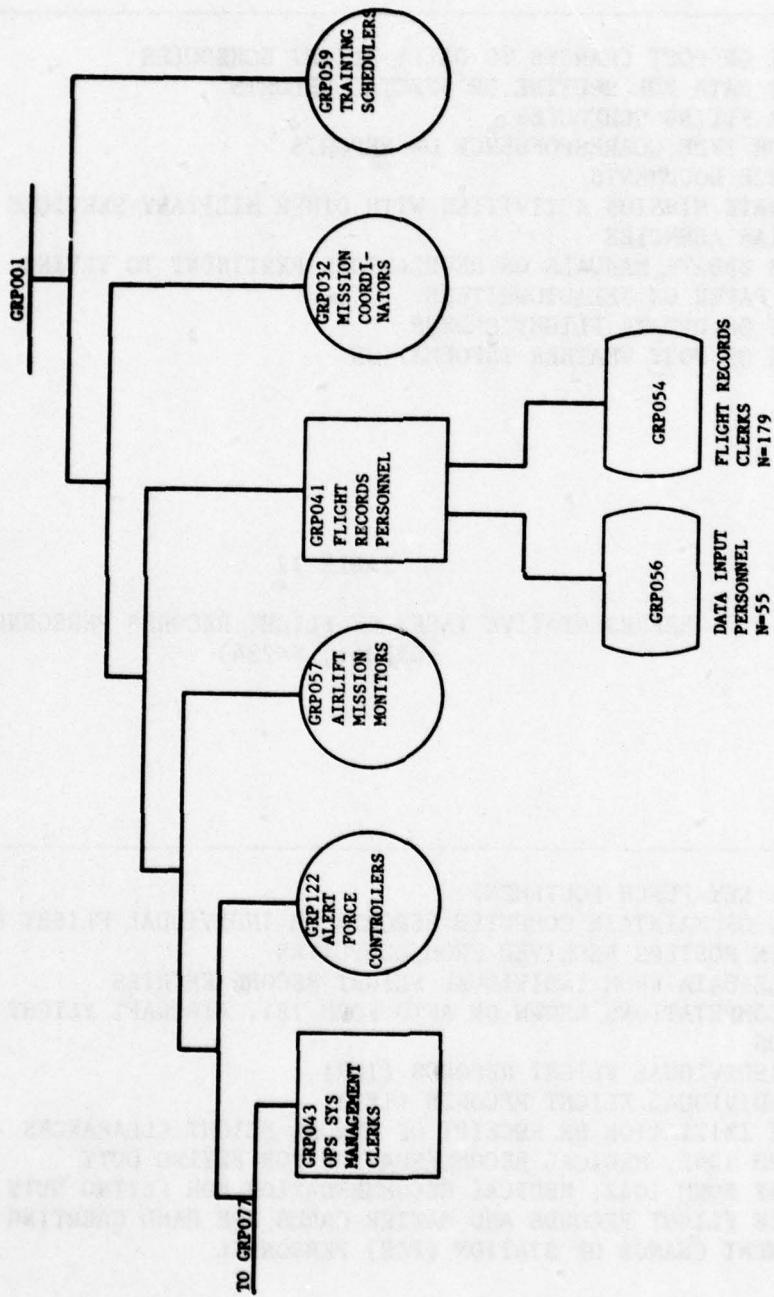


TABLE 11
REPRESENTATIVE TASKS OF OPERATIONS SYSTEM MANAGEMENT CLERKS
(GRP043, N=197)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	71
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	58
F180 DELIVER FLYING SCHEDULES	55
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	50
E144 REPRODUCE DOCUMENTS	49
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	45
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	41
F168 CHANGE PAPER ON TELAUTOWRITERS	37
F237 RECEIVE OR UPDATE FLIGHT ORDERS	36
F236 RECEIVE OR POST WEATHER INFORMATION	35

TABLE 12
REPRESENTATIVE TASKS OF FLIGHT RECORDS PERSONNEL
(GRP041, N=234)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
M448 OPERATE KEY PUNCH EQUIPMENT	81
M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS	73
M443 MAINTAIN ROSTERS RECEIVED FROM COMPUTERS	70
M411 ASSEMBLE DATA FROM INDIVIDUAL FLIGHT RECORD ENTRIES	65
M416 AUDIT COMPUTATIONS SHOWN ON AF FORM 781, AIRCRAFT FLIGHT DATA RECORDS	65
M418 AUDIT INDIVIDUAL FLIGHT RECORDS (IFR)	63
M428 FILE INDIVIDUAL FLIGHT RECORDS (IFR)	62
M410 ARRANGE INITIATION OR RECEIPT OF ANNUAL FLIGHT CLEARANCES AF FORM 1042, MEDICAL RECOMMENDATION FOR FLYING DUTY	62
M415 AUDIT AF FORM 1042, MEDICAL RECOMMENDATION FOR FLYING DUTY	59
M412 ASSEMBLE FLIGHT RECORDS AND MASTER CARDS FOR HAND CARRYING BY PERMANENT CHANGE OF STATION (PCS) PERSONNEL	59

Flight Records Personnel did exhibit the highest job satisfaction levels of the three AFS 271X2 job clusters. Again, this appears somewhat unusual considering that 44 percent of the cluster are first enlistment airmen.

V. Command Post Personnel (GRP180). Seventy-two percent of all AFS 274X0 respondents were clustered in this group which can be considered to be most representative of the job of Command and Control personnel. Averaging 99 tasks performed, members of this group spend the majority of their time in the single duty of Performing Operations Functions. The tasks performed within this duty, however, are different from those performed by AFS 271XX personnel, as illustrated in Table 13. They are more involved with the overall command and control of the base and unit mission than in one particular aspect of the air operations function. Their high average grade of 5.3 and a TAFMS of 143 months (nearly twice the average time in career ladder) is reflective of this specialty having previously been a lateral career ladder. Although 52 percent of the personnel in the cluster are 7- and 9-skill level airmen, the job is essentially technical in nature. Even the 33 percent of members who supervise perform more as technicians than as supervisors or managers.

As depicted in Figure 4, there were four separate job groups within this cluster. They were:

- A. Command Post Shift/Section NCOICs (GRP781, N=128)
- B. Command Post NCOICs (GRP764, N=75)
- C. Command Post Controllers (GRP420, N=453)
- D. Airlift Controllers (GRP259, N=84)

Background and job information for these groups is included in Appendix A.

VI. Force Status Controllers (GRP142). This group of predominately AFS 274X0 personnel are concerned more with the aspects of command and control administration and reporting than with command post operation. As shown in Table 14, Force Status Controllers are mainly responsible for collecting and compiling information, and then transmitting it in the form of a report. However, as the low percent members performing would indicate, this group is also heterogeneous in terms of tasks performed. Some group members are utilized differently outside the administrative and reporting functional areas. There were three job groups identified within the cluster and are illustrated in Figure 4. They were:

FIGURE 4
COMMAND AND CONTROL PERSONNEL

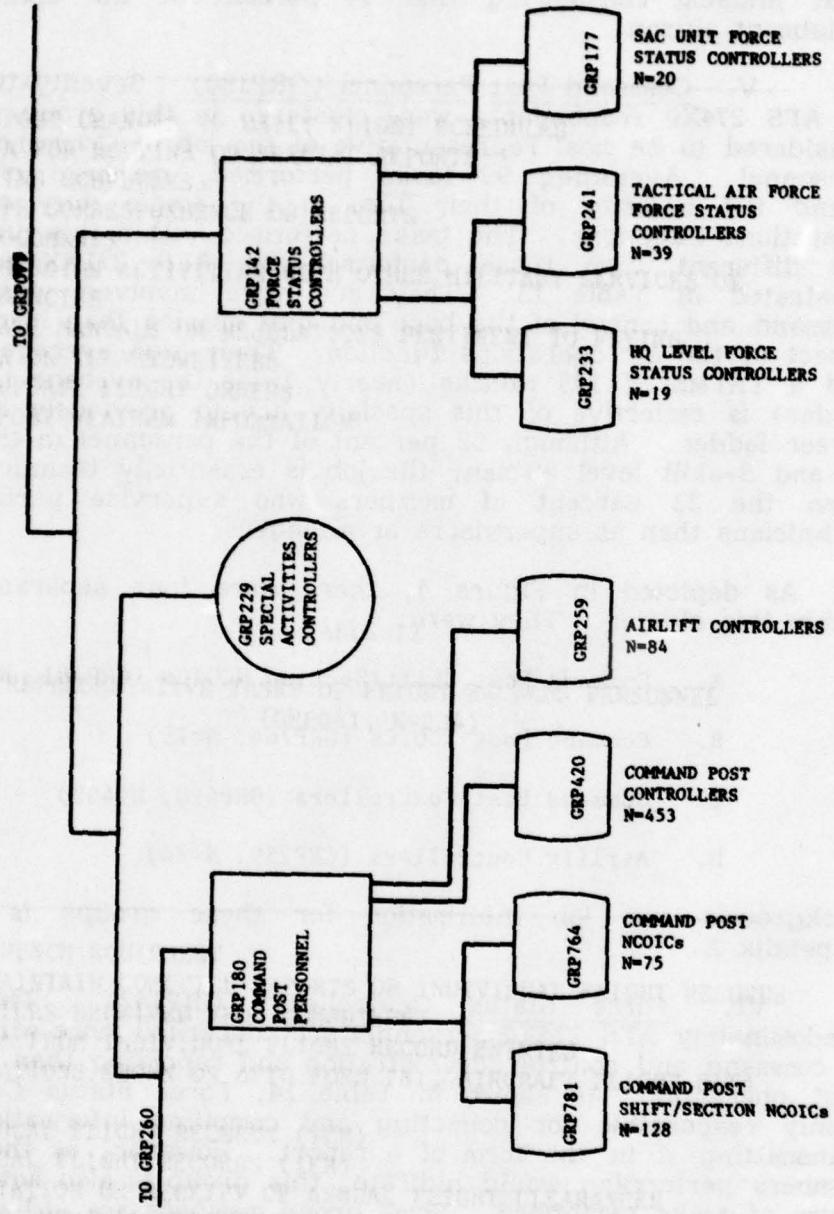


TABLE 13
REPRESENTATIVE TASKS OF COMMAND POST PERSONNEL
(GRP180, N=781)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	85
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIME	84
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS	80
F251 UPDATE COMMAND POST CONTROLLER LOGS	80
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)	80
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	80
F166 AUTHENTICATE MESSAGE INFORMATION	79
F201 INITIATE RADIO OR TELEPHONE PATCHES	78
F219 OPERATE COMMAND POST RADIOS (VHF, UHF, OR HF)	77
D96 ATTEND OR PLAN TRAINING MEETINGS	76

TABLE 14
REPRESENTATIVE TASKS OF FORCE STATUS CONTROLLERS
(GRP142, N=78)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
G271 TRANSMIT FORCE STATUS REPORTS (FORSTAT)	77
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	77
E125 DESTROY OR WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	68
G267 REVIEW OPERATIONAL REPORTS	65
E144 REPRODUCE DOCUMENTS	60
G255 PREPARE EXERCISE REPORTS	60
G269 TRANSMIT EXERCISE REPORTS	60
G261 PREPARE VISUAL AIDS FOR BRIEFINGS	59
G254 PREPARE AIRCREW OR AIRCRAFT STATUS REPORTS	59
F218 OPERATE AUTOMATIC SECURE VOICE COMMUNICATION SYSTEMS (AUTOSEVOCOM)	59

A. Headquarters Level Force Status Controllers (GRP233,
N=19)

B. Tactical Air Forces Force Status Controllers (GRP241,
N=39)

C. SAC Unit Force Status Controllers (GRP179, N=20)

Their background and job data are listed in Appendix A.

Force Status Controllers showed a slightly higher job interest level than did Command Post Personnel. However, the other indices of job satisfaction were comparable for both groups.

VII. Supervisors and Managers (GRP077). This group of 305 respondents encompasses senior management positions in all three career ladders and is distinguished by the fact that these personnel spend the majority of their time (66 percent) performing supervisory and management functions rather than the more technical duties. They have an average paygrade of 6.4, average TAFMS of 191 months, and 69 percent supervise one or more subordinates. Representative tasks are listed in Table 15 to illustrate the types of tasks performed. There were a variety of different job types found within this cluster which are illustrated in Figure 5. Information on these jobs is found in Appendix A. The eight job types are:

- A. Air Operations Supervisors (GRP459, N=91)
- B. Airfield Management NCOICs (GRP665, N=23)
- C. Flight Records Supervisors (GRP518, N=18)
- D. Higher Headquarters Command and Control Managers (GRP526,
N=20)
- E. Special Activities Managers (GRP205, N=24)
- F. Flight Activities Managers (GRP144, N=27)
- G. OJT Training Managers (GRP198, N=14)
- H. Higher Headquarters Evaluators (GRP082, N=24)

Independent Job Type Descriptions

The relative percent of time spent on duties by the following groups is listed in Table 16 to illustrate the differences in their jobs. Background information and job satisfaction data are displayed in Tables 17 and 18 respectively to facilitate comparisons across the groups.

FIGURE 5
SUPERVISORS AND MANAGERS

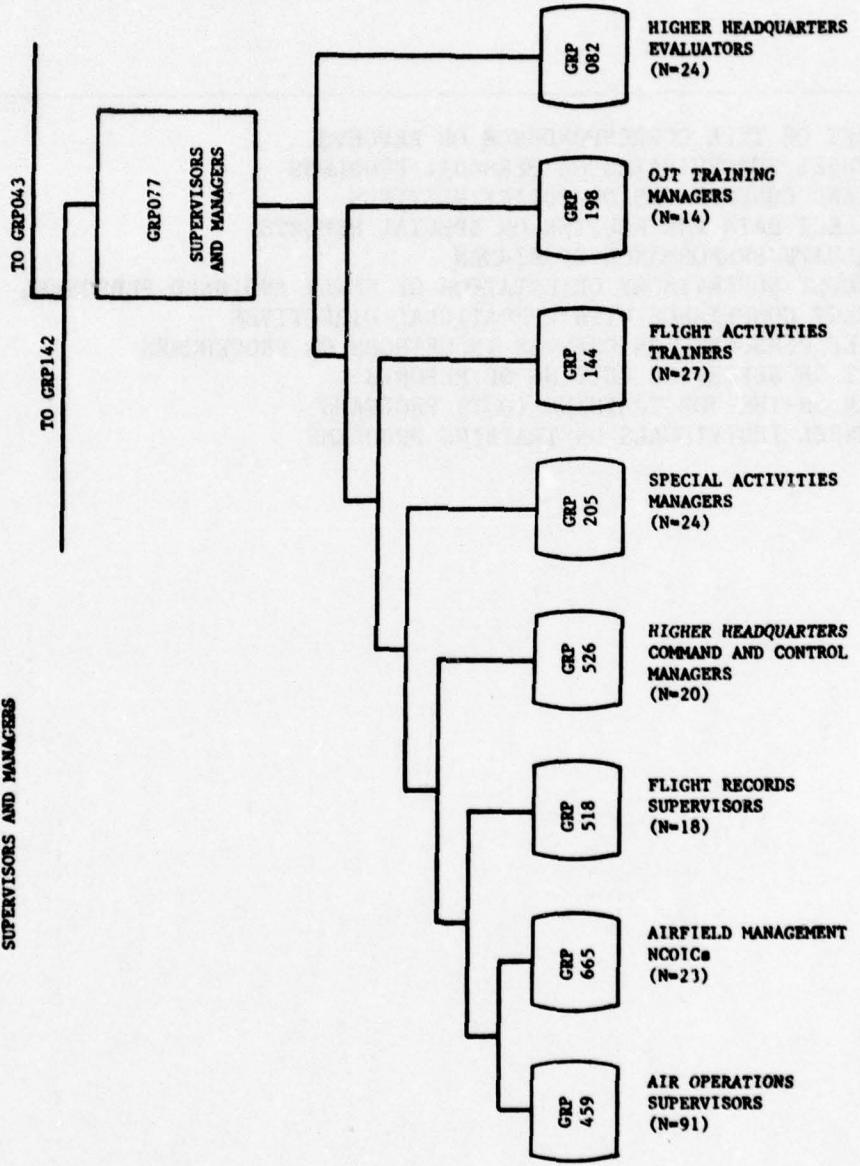


TABLE 15
REPRESENTATIVE TASKS OF SUPERVISORS AND MANAGERS
(GRP077, N=305)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	74
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	74
B35 ATTEND CONFERENCES OR POLICY MEETINGS	73
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	72
C81 EVALUATE PERFORMANCE OF AIRMEN	69
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	66
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	66
D99 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	61
B44 EDIT OR SUPERVISE EDITING OF REPORTS	61
A27 PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS	61
D106 COUNSEL INDIVIDUALS ON TRAINING PROBLEMS	60

TABLE 16
PERCENT TIME SPENT ON DUTIES BY INDEPENDENT JOB TYPE GROUPS

DUTIES	GENERAL AIR OPS SPECIALISTS (N=21)	SPECIAL ACTIVITIES CONTROLLERS (N=41)	AIRLIFT CONTROLLERS (N=17)	AIRLIFT MISSION MONITORS (N=35)	MISSION COORDINATORS (N=43)	TRAINING SCHEDULERS (N=24)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>						
A ORGANIZING AND PLANNING	5	2	*	9	36	6
B DIRECTING AND IMPLEMENTING	5	7	7	12	7	16
C EVALUATING	1	1	*	3	1	5
D TRAINING	2	9	4	4	1	26
<u>ADMINISTRATIVE FUNCTIONS</u>						
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	6	8	4	6	5	18
<u>TECHNICAL FUNCTIONS</u>						
F PERFORMING OPERATIONS FUNCTIONS	50	65	71	50	34	9
G PERFORMING REPORTING FUNCTIONS	6	4	7	3	4	*
H OPERATING FROM AIRBORNE COMMAND POST	*	2	*	*	1	0
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	0	1	1	0	0	0
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	1	1	*	*	*	1
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	*	*	0	0	*	0
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	10	*	6	3	2	1
M PERFORMING FLIGHT RECORD FUNCTIONS	2	*	*	1	2	11
N PERFORMING DISPATCHING FUNCTIONS	8	*	0	1	*	6
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	3	0	*	5	5	1
P PERFORMING FLIGHT PLANNING FUNCTIONS	2	0	3	2	2	

* INDICATES LESS THAN ONE PERCENT

TABLE 17
BACKGROUND INFORMATION FOR INDEPENDENT JOB TYPE GROUPS

	GENERAL AIR OPS SPECIALISTS	SPECIAL ACTIVITIES CONTROLLERS	ALERT FORCE CONTROLLERS	AIRLIFT MISSION MONITORS	MISSION COORDINATORS	TRAINING SCHEDULERS
AVERAGE NUMBER OF TASKS PERFORMED	58	31	16	28	14	22
AVERAGE PAY GRADE	3.9	5.8	3.4	5.5	4.5	4.5
PERCENT OF MEMBERS WHO SUPERVISE	9%	5%	0%	23%	12%	25%
PERCENT ASSIGNED OVERSEAS	19%	61%	0%	20%	23%	8%
DAVSC						
27131	0	18%	0	0	2%	0
27151	29%	2%	70%	6%	9%	8%
27171	0	2%	0	0	5%	0
27132	9%	0	0	3%	5%	21%
27152	57%	0	0	14%	47%	46%
27172	5%	0	0	34%	23%	25%
27199	0	0	0	17%	22%	0
27430	0	0	0	0	0	0
27450	0	0	20%	17%	0	0
27470	0	0	68%	9%	2%	0
27490	0	5%	0	0	2%	0
NO RESPONSE	0	3%	0	0	3%	0
AVG MONTHS IN CAREER LADDER						
AVERAGE MONTHS TAFFS	37	99	21	109	80	34
PERCENT IN FIRST ENLISTMENT	49	171	33	140	100	96
	71%	5%	86%	14%	44%	33%

TABLE 18

JOB INTEREST AND RELATED DATA BY INDEPENDENT JOB TYPE GROUPS
(PERCENT RESPONDING)

		GENERAL AIR OPS SPECIALISTS	SPECIAL ACTIVITIES CONTROLLERS	ALERT FORCE CONTROLLERS	AIRLIFT MISSION MONITORS	MISSION COORDINATORS	TRAINING SCHEDULERS
<u>I FIND MY JOB:</u>							
NO RESPONSE	5	5	0	3	5	2	2
DULL	29	32	24	14	19	25	
SO-SO	14	20	35	17	16	8	
INTERESTING	52	43	41	66	60	65	
<u>MY JOB UTILIZES MY TALENTS:</u>							
NO RESPONSE	5	5	0	3	2	0	
NOT AT ALL TO VERY LITTLE	43	44	70	20	47	38	
FAIRLY WELL TO VERY WELL	52	49	24	66	49	50	
EXCELLENTLY TO PERFECTLY	0	2	6	11	2	12	
<u>MY JOB UTILIZES MY TRAINING:</u>							
NO RESPONSE	5	0	6	3	0	0	
NOT AT ALL TO VERY LITTLE	29	44	59	32	44	63	
FAIRLY WELL TO VERY WELL	56	49	29	48	49	29	
EXCELLENTLY TO PERFECTLY	10	7	6	17	7	8	
<u>I PLAN TO REENLIST:</u>							
NO RESPONSE	0	0	0	6	0	4	
NO	19	34	35	31	30	21	
PROBABLY NO	14	15	12	17	21	17	
PROBABLY YES	38	22	35	12	19	29	
YES	29	29	18	34	30	29	

VIII. General Air Operations Specialists (GRP357). This group of 21 individuals differed from other groups by averaging only 58 tasks performed, but being responsible for both dispatching and air operations functions. Ninety-five percent of the group are 3- or 5-skill level specialists. Representative tasks are listed in Table 19 to illustrate the types of tasks performed.

IX. Special Activities Controllers (GRP229). These 41 airmen are distinguished from other controllers by a low average number of tasks performed and the fact that they are assigned to units with very specialized command post functions such as airborne command posts, Numbered Air Force command posts, and MAJCOM command posts. Representative tasks are listed in Table 20.

X. Alert Force Controllers (GRP122). These respondents are a group composed primarily of 271X1 first enlistment airmen assigned to SAC bomb wings for the purpose of assisting and monitoring alert crew force personnel. Averaging only 16 tasks performed, they are very heterogeneous and very dissatisfied with their job. Representative tasks are listed in Table 21.

XI. Airlift Mission Monitors (GRP057). This group of 35 airmen assigned to MAC are responsible for coordinating and gathering data on airlift mission activities. They are a very heterogeneous group averaging about 28 tasks performed. They possess the highest job satisfaction levels of any of the independent job type groups. Representative tasks performed are listed in Table 22.

XI. Mission Coordinators (GRP032). Averaging only 14 tasks performed, this very diverse and heterogeneous group is primarily responsible for scheduling and coordinating unit aircraft mission activities. Representative tasks are listed in Table 23.

XII. Training Schedulers (GRP059). Tasked with the responsibility for scheduling and record maintenance of aircREW continuation training, this group of primarily 271X2 personnel perform an average of 22 tasks. Although 53 percent of their time is spent performing supervisory and management duties, only 25 percent supervise subordinates. Representative tasks are listed in Table 24.

Summary

Personnel in this survey were for the most part found to group by AFSC. While some minor overlap by AFS does exist, the specialties are separate and distinct. Overlap by AFS appears to be more a function of the extreme heterogeneity of the career ladders or improper assignment of tasks by field supervisors rather than any fault in the classification of these career specialties. Overall, the job structure in this occupational survey tends to verify the current classification structure of these career ladders, especially the separation of the Airfield Management and Operations System Management functions.

TABLE 19

REPRESENTATIVE TASKS OF GENERAL AIR OPERATIONS SPECIALISTS
(GRP357, N=21)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	95
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	90
F217 NOTIFY SUPERVISOR OF FLYING (SOF) OF AIRCRAFT EMERGENCIES	90
F168 CHANGE PAPER ON TELAUTOWRITERS	90
G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES	86
F215 MONITOR TELAUTOWRITERS	86
F237 RECEIVE OR UPDATE FLIGHT ORDERS	81
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	81
L385 IDENTIFY AIRCRAFT CALL SIGNS OR NUMBERS	71
F210 LOCATE PERSONNEL DURING EMERGENCIES	71

TABLE 20

REPRESENTATIVE TASKS OF SPECIAL ACTIVITIES CONTROLLERS
(GRP229, N=41)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)	100
F186 ENCODE OR DECODE EAMs	85
F247 TRANSMIT EAMs	80
F166 AUTHENTICATE MESSAGE INFORMATION	80
F194 IMPLEMENT EAMs CHECKLISTS OR FORMATS	78
F187 ENCODE OR DECODE NON-EMERGENCY ACTION MESSAGES	78
F179 COPY NON-EMERGENCY ACTION MESSAGES	76
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	71
F195 IMPLEMENT EMERGENCY ACTION PROCEDURES (EAP)	68
F251 UPDATE COMMAND POST CONTROLLER LOGS	61

TABLE 21
REPRESENTATIVE TASKS OF ALERT FORCE CONTROLLERS
(GRP122, N=17)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F236 RECEIVE OR POST WEATHER INFORMATION	88
F210 LOCATE PERSONNEL DURING EMERGENCIES	88
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	82
F165 ASSEMBLE INFORMATION FOR BRIEFINGS	76
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	59
F220 OPERATE EMERGENCY GENERATORS	53
F161 ARRANGE FOR OR PROVIDE SECURITY FOR CLASSIFIED MATERIAL OR EQUIPMENT	53
G261 PREPARE VISUAL AIDS FOR BRIEFINGS	47
B51 PERFORM DAILY OFFICE SECURITY INSPECTIONS	47
F185 DRIVE GOVERNMENT MOTOR VEHICLES (EXCLUDING M-SERIES)	41

TABLE 22
REPRESENTATIVE TASKS OF AIRLIFT MISSION MONITORS
(GRP057, N=35)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F244 SIGN ONTO AIMS OR MAIRS SYSTEMS UTILIZING CRT PRINTERS	71
F240 REVIEW MISSION ITINERARIES	71
F208 INTERPRET OR TRANSMIT MISSION SCHEDULES (AIRLIFT IMPLEMENTATION AND MONITORING SYSTEM, AIMS)	60
F239 REQUEST DATA DISPLAYS UTILIZING CRT PRINTERS	57
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	57
F243 SET UP MISSIONS AND PUBLISH FLOW SCHEDULES	43
A11 ESTABLISH AIR OPERATIONS SCHEDULES	40
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	40
F248 TRANSMIT MILITARY AIRLIFT INTEGRATED REPORT SYSTEMS (MAIRS) UTILIZING CRT PRINTERS	37
F207 INTERPRET MESSAGES RECEIVED ON CRT PRINTERS	37

TABLE 23

REPRESENTATIVE TASKS OF MISSION COORDINATORS
(GRP032, N=43)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	70
A11 ESTABLISH AIR OPERATIONS SCHEDULES	70
F180 DELIVER FLYING SCHEDULES	37
A2 CONDUCT OR PARTICIPATE IN AIR OPERATIONS MEETINGS	37
A3 CONSTRUCT ORGANIZATIONAL OR FUNCTIONAL CHARTS	33
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	30

TABLE 24

REPRESENTATIVE TASKS OF TRAINING SCHEDULERS
(GRP059, N=24)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
D119 SCHEDULE PERSONNEL FOR TRAINING OTHER THAN WEAPON QUALIFICATION	79
E149 SCHEDULE RATED AIRCREW MEMBERS FOR ANNUAL INSTRUMENT SCHOOL	79
D120 SCHEDULE PERSONNEL FOR WEAPON QUALIFICATION TRAINING	75
E148 SCHEDULE AIRCREW MEMBERS FOR LIFE SUPPORT CONTINUATION TRAINING	75
E147 SCHEDULE AIRCREW MEMBERS FOR FIELD ENVIRONMENTAL TRAINING	54
D109 MAINTAIN TRAINING RECORDS	54
D95 ASSIGN TRAINERS OR INSTRUCTORS	46
F180 DELIVER FLYING SCHEDULES	46
M472 SCHEDULE GROUND TRAINING REQUIREMENTS FOR AIRCREW MEMBERS OR AEROMEDICAL PERSONNEL	42
B61 SCHEDULE PERSONNEL FOR BRIEFINGS OR ORIENTATIONS	42

ANALYSIS OF DAFSC GROUPS

Duty AF Specialty Code (DAFSC) groups are examined as part of each occupational analysis. The aim of this analysis is to identify differences among personnel performing at different skill levels within each career ladder. Career ladders are then compared against each other to determine the degree of commonality between them. These data by DAFSC groups are used subsequently in the analysis of career ladder documents such as the AFR 39-1 specialty descriptions and the Specialty Training Standards (STS).

The jobs within the Airfield Management (AFS 271X1) and Operations System Management (AFS 271X2) career ladders reflected heterogeneous groupings of duties and tasks. The Command and Control specialty (AFS 274X0) also showed a heterogeneous grouping of tasks performed, although less marked than jobs within the Airfield Management and Operations System Management specialties. Airmen in each ladder tended to perform a variety of duties and tasks. Table 25 depicts the percent of time spent on the various duties listed in the job inventory by each career ladder. To illustrate the differences in the types of jobs performed by each specialty. Tables 26, 27, and 28 present a more specific picture of the relative percent time spent on duties by AFS 271X1, 271X2, and 274X0 respectively.

AFS 271X1 Skill Level Groups

As a group, DAFSC 27131 Apprentice Airfield Management personnel perform an average of 62 tasks of the 548 tasks in the inventory. Thirty-nine percent of their time is spent performing operations functions. These tasks performed are primarily related to the Airfield Management responsibilities concerning aircraft dispatching and flight following. In total, 84 percent of their time is spent performing technical tasks. Representative tasks performed by DAFSC 27131 personnel are listed in Table 29. Essentially they were performing the same basic job as the 5-skill level respondents.

The 5-skill level Airfield Management Specialists spend about the same amount of time (40 percent) performing operations functions as their 3-level counterparts. These 5-skill level personnel perform slightly more tasks than the 3-skill level airmen, averaging 74 tasks. However, with the exception of a slight increase in the relative percent time spent performing supervisory and management responsibilities, there appears to be no major differences in the types of jobs performed by 3- and 5-skill level personnel. Both groups are relatively heterogeneous in terms of technical tasks performed and the relative percent of time spent on those tasks. Representative tasks performed by DAFSC 27151 personnel are listed in Table 30.

The 7-skill level Airfield Management Technicians shift slightly in tasks performed from technical toward supervisory functions. However,

TABLE 25
RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	271X1 (N=568)	271X2 (N=839)	27199 (N=103)	274X0 (N=1,004)
SUPERVISORY AND MANAGEMENT FUNCTIONS				
A PLANNING AND ORGANIZING	5	9	13	5
B DIRECTING AND IMPLEMENTING	10	14	31	11
C EVALUATING	3	4	8	3
D TRAINING	4	6	10	8
ADMINISTRATIVE FUNCTIONS				
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	6	8	5	8
TECHNICAL FUNCTIONS				
F PERFORMING OPERATIONS FUNCTIONS	34	19	14	46
G PERFORMING REPORTING FUNCTIONS	3	4	3	10
M OPERATING FROM AIRBORNE COMMAND POST	*	*	0	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	*	*	*	2
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	*	1	1	2
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	*	*	*	1
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	12	4	4	1
M PERFORMING FLIGHT RECORD FUNCTIONS	2	22	6	*
N PERFORMING DISPATCHING FUNCTIONS	13	2	2	2
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	3	5	2	1
P PERFORMING FLIGHT PLANNING FUNCTIONS	5	2	1	*

* INDICATES LESS THAN 1 PERCENT

TABLE 26
RELATIVE PERCENT TIME SPENT ON DUTIES BY AFS 271X1 DAFSC GROUPS

DUTIES	27131 (N=41)	27151 (N=328)	27171 (N=199)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>			
A PLANNING AND ORGANIZING	4	4	7
B DIRECTING AND IMPLEMENTING	4	6	18
C EVALUATING	1	2	5
D TRAINING	2	3	6
<u>ADMINISTRATIVE FUNCTIONS</u>			
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	5	5	7
<u>TECHNICAL FUNCTIONS</u>			
F PERFORMING OPERATIONS FUNCTIONS	39	40	24
G PERFORMING REPORTING FUNCTIONS	3	3	2
H OPERATING FROM AIRBORNE COMMAND POST	*	*	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	*	*	*
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	*	*	1
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	*	*	*
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	13	12	10
M PERFORMING FLIGHT RECORD FUNCTIONS	7	1	1
N PERFORMING DISPATCHING FUNCTIONS	15	16	10
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	3	3	3
P PERFORMING FLIGHT PLANNING FUNCTIONS	4	4	6

* INDICATES LESS THAN 1 PERCENT

TABLE 27
RELATIVE PERCENT TIME SPENT ON DUTIES BY AFS 271X2 DAFSC GROUPS

<u>DUTIES</u>	<u>27132 (N=96)</u>	<u>27152 (N=456)</u>	<u>27172 (N=287)</u>
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>			
A PLANNING AND ORGANIZING	7	9	10
B DIRECTING AND IMPLEMENTING	8	11	20
C EVALUATING	3	3	5
D TRAINING	4	5	8
<u>ADMINISTRATIVE FUNCTIONS</u>			
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	8	8	8
<u>TECHNICAL FUNCTIONS</u>			
F PERFORMING OPERATIONS FUNCTIONS	18	20	18
G PERFORMING REPORTING FUNCTIONS	4	4	3
H OPERATING FROM AIRBORNE COMMAND POST	*	*	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	*	*	*
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	1	1	1
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	*	*	*
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	4	4	3
M PERFORMING FLIGHT RECORD FUNCTIONS	33	24	16
N PERFORMING DISPATCHING FUNCTIONS	2	3	1
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	6	5	5
P PERFORMING FLIGHT PLANNING FUNCTIONS	2	2	2

* INDICATES LESS THAN 1 PERCENT

TABLE 28
RELATIVE PERCENT TIME SPENT ON DUTIES BY AFS 274X0 DAFSC GROUPS

<u>DUTIES</u>	<u>27430 (N=13)</u>	<u>27450 (N=424)</u>	<u>27470 (N=436)</u>	<u>27490 (N=131)</u>
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>				
A PLANNING AND ORGANIZING	1	3	4	12
B DIRECTING AND IMPLEMENTING	4	5	12	26
C EVALUATING	1	1	4	10
D TRAINING	4	5	9	11
<u>ADMINISTRATIVE FUNCTIONS</u>				
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	5	6	9	11
<u>TECHNICAL FUNCTIONS</u>				
F PERFORMING OPERATIONS FUNCTIONS	47	56	45	20
G PERFORMING REPORTING FUNCTIONS	22	12	10	5
H OPERATING FROM AIRBORNE COMMAND POST	0	*	1	1
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	5	2	1	1
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	1	2	2	3
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	2	1	1	*
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	2	2	1	*
M PERFORMING FLIGHT RECORD FUNCTIONS	1	1	*	*
N PERFORMING DISPATCHING FUNCTIONS	3	3	1	*
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	1	1	*	*
P PERFORMING FLIGHT PLANNING FUNCTIONS	1	*	*	*

* INDICATES LESS THAN 1 PERCENT

TABLE 29

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27131 PERSONNEL
(N=41)

TASKS	PERCENT OF GROUP MEMBERS PERFORMING
L408 UPDATE AIRFIELD STATUS BOARDS	71
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	68
P544 POST NOTAMS	66
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	63
N494 OPERATE SECONDARY CRASH PHONE NETS	63
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIME	63
N489 NOTIFY AIRFIELD MANAGEMENT OF AIRCRAFT EMERGENCIES	61
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	59
L409 UPDATE CLASSIFIED ACCOUNTS	59
L404 REQUEST AIRCREW TRANSPORTATION TO AND FROM AIRCRAFT	59
F169 CHECK ACCURACY OF MASTER CLOCKS BY RADIO TIME SIGNALS	59
F164 ARRANGE TRANSPORTATION FOR DISTINGUISHED VISITORS (DVs) AIRCREW	59
N486 MAINTAIN CURRENCY OF FLIPS IN FLIGHT PLANNING ROOMS	59
L400 PREPARE OR UPDATE INBOUND, OUTBOUND, OR LOCAL FLIGHT LOGS	56
L385 IDENTIFY AIRCRAFT CALL SIGNS OR NUMBERS	56

TABLE 30

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27151 PERSONNEL
(N=328)

TASKS	PERCENT OF GROUP MEMBERS PERFORMING
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	75
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	70
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT	67
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	66
F169 CHECK ACCURACY OF MASTER CLOCKS BY RADIO TIME SIGNALS	66
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	64
N484 EDIT OR PROCESS FLIGHT PLANS	63
L408 UPDATE AIRFIELD STATUS BOARDS	63
N489 NOTIFY AIRFIELD MANAGEMENT OF AIRCRAFT EMERGENCIES	63
F163 ARRANGE FOR RUNWAY, TAXIWAY, OR RAMP SWEEPING	63
F164 ARRANGE TRANSPORTATION FOR DISTINGUISHED VISITORS (DVs) AIRCREW	63
N494 OPERATE SECONDARY CRASH PHONE NETS	62
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	61
F184 DISSEMINATE RUNWAY CONDITION INFORMATION	61
N483 DISSEMINATE CRASH INFORMATION	60

27171 airmen still spend 57 percent of their time performing technical tasks and duties. Consequently, they perform more as technicians than as supervisors and managers. The Airfield Management Technicians also showed the highest average number of tasks performed with 97. Representative tasks performed by DAFSC 27171 personnel are listed in Table 31. The tasks which best differentiate between the 5- and 7-skill levels are listed in Table 32. It appears that the only major difference in percent members performing tasks at the 5- and 7-skill level is in supervisory tasks. This indicates that the two groups perform essentially the same core technical of tasks. Therefore, the real difference between the two groups stems from the 7-level group performing supervisory tasks over and above the common core tasks performed by both groups.

AFS 271X2 Skill Level Groups

Apprentice Operations System Management personnel spend 70 percent of their time performing technical functions. As Table 27 indicates, DAFSC 27132 personnel devote a sizeable portion of their time (33 percent) performing flight records functions. This is of particular interest in view of the small number of tasks 27132 personnel perform, averaging only 40 tasks overall. Examples of these tasks are listed in Table 33.

The 5-skill level Operations System Management Specialists, like the 27132 Apprentices, spend a considerable amount of time performing flight records functions. Furthermore, the majority of their time (64 percent) is spent performing technical functions. In addition, both groups are heterogeneous in terms of technical tasks performed and the percent of time spent on those tasks. Consequently, no major differences appear to exist between the types of jobs performed by 3- and 5-skill level Operations System Management personnel. Representative tasks performed by DAFSC 27152 personnel are listed in Table 34.

In contrast, the 27172 Operations System Management Technicians spend more time performing supervisory and management functions (43 percent) than 3- or 5-skill level personnel. However, a major portion of their time (49 percent) is still spent performing technical functions, and like the 3- and 5-skill levels, they are very heterogeneous in the technical tasks they do perform. Table 35 lists the representative tasks performed by DAFSC 27172 personnel. Table 36 illustrates the tasks which best differentiate between 5- and 7-skill level 271X2 personnel. As was illustrated in the AFS 271X1 DAFSC description, the real difference between the 5- and 7-skill level groups is the inclusion of supervisory and management functions in the 7-skill level job description.

Both the 27171 and the 27172 specialties converge to form the 27199 Superintendent position. Sixty-two percent of the 9-skill level respondents' time is spent performing supervisory and management

TABLE 31
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27171 PERSONNEL
(N=199)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	69
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	64
D99 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	64
F163 ARRANGE FOR RUNWAY, TAXIWAY, OR RAMP SWEEPING	62
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	62
D106 COUNSEL INDIVIDUALS ON TRAINING PROBLEMS	62
F185 DRIVE GOVERNMENT MOTOR VEHICLES (EXCLUDING M-SERIES)	62
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	62
L387 INSPECT FLIGHT INFORMATION PUBLICATIONS (FLIPs)	62
C81 EVALUATE PERFORMANCE OF AIRMEN	60
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT	60
F184 DISSEMINATE RUNWAY CONDITION INFORMATION	60
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	59
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	59
D109 MAINTAIN TRAINING RECORDS	59

TABLE 32

**TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27151 AND DAFSC 27171 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

<u>TASKS</u>	<u>27151</u>	<u>27171</u>	<u>DIFFERENCE</u>
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	20	64	-44
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	18	62	-44
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	15	59	-44
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	16	59	-43
D109 MAINTAIN TRAINING RECORDS	17	59	-42
D106 COUNSEL INDIVIDUALS ON TRAINING PROBLEMS	20	61	-41
C81 EVALUATE PERFORMANCE OF AIRMEN	20	60	-40
B34 ASSIGN PERSONNEL TO DUTY POSITIONS	20	55	-40
B35 ATTEND CONFERENCES OR POLICY MEETINGS	20	59	-39
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	20	57	-37
B60 SCHEDULE LEAVES OR PASSES	8	45	-37
B49 INITIATE REQUESTS FOR SUPPLIES OR EQUIPMENT	17	54	-37
D101 CONDUCT INITIAL OJT BRIEFING	11	48	-37
B37 COMPLETE PERSONNEL RATING FORMS	13	49	-36

TABLE 33

TASKS PERFORMED BY 30 PERCENT OR MORE OF DAFSC 27132 PERSONNEL
(N=96)

TASKS	PERCENT OF GROUP MEMBERS PERFORMING
M448 OPERATE KEY PUNCH EQUIPMENT	47
M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS	38
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	38
M416 AUDIT COMPUTATIONS SHOWN ON AFTO FORM 781, AIRCRAFT FLIGHT DATA RECORDS	38
M427 FILE AFTO FORM 781, AIRCRAFT FLIGHT DATA RECORD	38
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	36
M443 MAINTAIN ROSTERS RECEIVED FROM COMPUTERS	36
M428 FILE INDIVIDUAL FLIGHT RECORDS (IFR)	36
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	34
E144 REPRODUCE DOCUMENTS	33
M411 ASSEMBLE DATA FROM INDIVIDUAL FLIGHT RECORD ENTRIES	33
F180 DELIVER FLYING SCHEDULES	32
F237 RECEIVE OR UPDATE FLIGHT ORDERS	32
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	31
M440 MAINTAIN AF FORM 846, AIRCREW TRAINING FOLDER	30
M418 AUDIT INDIVIDUAL FLIGHT RECORDS (IFR)	30

TABLE 34

TASKS PERFORMED BY 30 PERCENT OR MORE OF DAFSC 27152 PERSONNEL
(N=456)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	51
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	44
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	44
E144 REPRODUCE DOCUMENTS	42
F180 DELIVER FLYING SCHEDULES	39
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	36
M443 MAINTAIN ROSTERS RECEIVED FROM COMPUTERS	36
M448 OPERATE KEY PUNCH EQUIPMENT	34
M416 AUDIT COMPUTATIONS SHOWN ON AFTO FORM 781, AIRCRAFT FLIGHT DATA RECORDS	31
F237 RECEIVE OR UPDATE FLIGHT ORDERS	32
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	31
F168 CHANGE PAPER ON TELAUTOWRITERS	30
M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS	30

TABLE 35

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27172 PERSONNEL
(N=287)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	67
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	67
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	55
E144 REPRODUCE DOCUMENTS	55
D109 MAINTAIN TRAINING RECORDS	53
C81 EVALUATE PERFORMANCE OF AIRMEN	50
A27 PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS	49
B35 ATTEND CONFERENCES OR POLICY MEETINGS	49
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	45
B72 SUPERVISE OPERATIONS SYSTEMS MANAGER SPECIALISTS (AFSC 27152)	45
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	44
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	44
D99 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	44
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	43
B49 INITIATE REQUESTS FOR SUPPLIES OR EQUIPMENT	43

TABLE 36

**TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27152 AND DAFSC 27172 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

<u>TASKS</u>	<u>27152</u>	<u>27172</u>	<u>DIFFERENCE</u>
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	21	55	-34
C81 EVALUATE PERFORMANCE OF AIRMEN	17	50	-33
B60 SCHEDULE LEAVES OR PASSES	11	40	-29
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	16	45	-29
B37 COMPLETE PERSONNEL RATING FORMS	11	40	-29
D109 MAINTAIN TRAINING RECORDS	24	53	-29
A27 PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS	23	49	-27
D102 CONDUCT OJT PROGRAMS	14	40	-26
B57 PREPARE PERSONNEL RATING FORMS	8	34	-26
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	18	44	-26
D101 CONDUCT INITIAL OJT BRIEFING	12	37	-25
B72 SUPERVISE OPERATIONS SYSTEMS MANAGEMENT SPECIALIST (AFSC 27152)	20	45	-25
B34 ASSIGN PERSONNEL TO DUTY POSITIONS	15	38	-23
B47 IMPLEMENT TRAINING PROGRAMS	18	41	-23

functions. An additional five percent of their time is spent in performing general administrative functions. This group averages 78 tasks performed but only 36 tasks are performed by 50 percent or more of the group, and these tasks are of a general supervisory or management nature. This indicates the heterogeneity of the 271X1 and 271X2 career ladders even at the 9-skill level. Table 25 reflects the percent time spent on the various duties for the DAFSC 27199 groups. Table 37 lists representative tasks performed by superintendents and Tables 38 and 39 list the tasks which best differentiate 27199 supervisors from 271X1 and 271X2 personnel respectively. These tables show that the supervisors are clearly functioning as managers. It is particularly important to note the differences in these tables. Table 38 indicates that DAFSC 27171 personnel differ from the superintendents in two ways; the 9-skill levels perform more management functions and the 7-levels perform more dispatch and reporting functions. On the other hand, Table 39 indicates 27172 and 27199 personnel differ primarily on the basis of the management tasks performed by 27199 supervisors.

AFS 274X0 Skill Level Groups

Only 13 DAFSC 27430 personnel were included in the survey sample. The small size of the group precluded any statistical comparisons with the other 274X0 skill level groups. However, the figures for relative percent time spent on the various duties in the job inventory for this group are included in Table 28.

The majority of the DAFSC 27450 Command and Control Specialists' time (56 percent) is spent performing operations functions, specifically tasks pertaining to the operation and management of Command Posts. Overall, the 27450 specialists performed an average of 75 tasks. In terms of technical tasks performed and the relative percent time spent on tasks, the group was heterogeneous. Representative tasks performed by this group are listed in Table 40.

The DAFSC 27470 Command and Control Technicians also reflected a heterogeneous grouping in terms of technical tasks performed and the percent of time spent on tasks. The major difference between the 5- and 7-skill levels of this career ladder is the greater number of supervisory and management tasks performed by 7-skill level personnel (see Table 41). However, 27470 personnel spend only 28 percent of their time performing supervisory and management functions. This indicates they perform more as technicians than as supervisors and managers. Table 42 lists representative tasks performed by this group. This table further illustrates the involvement of 7-skill level Command and Control Technicians in the performance of technical tasks.

DAFSC 27490 personnel are managers in this career field. Fifty-eight percent of the 9-skill level respondents' time is spent in supervisory and management functions. Because they are more involved in only this one functional area, they are more homogeneous in tasks performed than 27470 personnel. This can be seen in Table 43 which

TABLE 37
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27199 PERSONNEL
(N=103)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	88
B34 ASSIGN PERSONNEL TO DUTY POSITIONS	83
B35 ATTEND CONFERENCES OR POLICY MEETINGS	81
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	81
C81 EVALUATE PERFORMANCE OF AIRMEN	80
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	79
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	79
B37 COMPLETE PERSONNEL RATING FORMS	76
B44 EDIT OR SUPERVISE EDITING OF REPORTS	74
B60 SCHEDULE LEAVES OR PASSES	74
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	71
D99 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	69
D106 COUNSEL INDIVIDUALS ON TRAINING PROBLEMS	69
B48 INITIATE PERSONNEL ACTION REQUESTS	69
A2 CONDUCT OR PARTICIPATE IN AIR OPERATIONS MEETINGS	65

TABLE 38

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27171 AND DAFSC 27199 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>27171</u>	<u>27199</u>	<u>DIFFERENCE</u>
N483 DISSEMINATE CRASH INFORMATION	56	5	+51
N489 NOTIFY AIRFIELD MANAGEMENT OF AIRCRAFT EMERGENCIES	56	6	+50
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	59	10	+49
N495 PLOT CRASH GRID CHARTS	57	8	+49
N484 EDIT OR PROCESS FLIGHT PLANS	56	7	+49
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT	60	12	+48
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	69	21	+48
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	53	5	+48
B73 SUPERVISE OPERATIONS SYSTEMS MANAGEMENT SUPERVISORS (AFSC 27172)	1	45	-44
B72 SUPERVISE OPERATIONS SYSTEMS MANAGEMENT SPECIALIST (AFSC 27152)	2	43	-41
B44 EDIT OR SUPERVISE EDITING OF REPORTS	35	74	-39
B55 PREPARE JOB DESCRIPTIONS	26	60	-34
B53 PREPARE AWARDS AND DECORATION LETTERS	26	58	-32
B74 SUPERVISE PERSONNEL WITH AFSCs OTHER THAN 271X1, 271X2, OR 274X0	9	41	-32
B67 SUPERVISE APPRENTICE OPERATIONS SYSTEMS MANAGEMENT SPECIALIST (AFSC 27132)	2	32	-30
B48 INITIATE PERSONNEL ACTION REQUESTS	39	69	-30

TABLE 39

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27172 AND DAFSC 27199 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>27172</u>	<u>27199</u>	<u>DIFFERENCE</u>
B34 ASSIGN PERSONNEL TO DUTY POSITIONS	38	83	-45
B53 PREPARE AWARDS AND DECORATION LETTERS	15	58	-43
B48 INITIATE PERSONNEL ACTION REQUESTS	26	69	-43
B42 DRAFT CHANGES TO MANUALS OR PUBLICATIONS	26	62	-36
A18 ESTIMATE EQUIPMENT REQUIREMENTS	20	55	-35
B37 COMPLETE PERSONNEL RATING FORMS	40	75	-35
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	44	79	-35
A17 ESTIMATE BUDGET REQUIREMENTS	14	49	-35
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	45	79	-34
B60 SCHEDULE LEAVES OR PASSES	40	74	-34
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	55	88	-33
B44 EDIT OR SUPERVISE EDITING OF REPORTS	42	74	-32
B54 PREPARE INSPECTION REPORTS	20	51	-31
B35 ATTEND CONFERENCES OR POLICY MEETINGS	49	80	-31

TABLE 40
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27450 PERSONNEL
(N=424)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	78
F251 UPDATE COMMAND POST CONTROLLER LOGS	74
F201 INITIATE RADIO OR TELEPHONE PATCHES	73
F219 OPERATE COMMAND POST RADIOS (VHF, UHF, OR HF)	72
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	72
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	71
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS	71
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)	71
F166 AUTHENTICATE MESSAGE INFORMATION	70
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	70
D96 ATTEND OR PLAN TRAINING MEETINGS	68
F192 IMPLEMENT BATTLE STAFF RECALLS	67
G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES	67
F167 CHANGE OR UPDATE OPERATIONS DISPLAYS	67
F179 COPY NON-EMERGENCY ACTION MESSAGES	65

TABLE 41

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27450 AND DAFSC 27470 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>27450</u>	<u>27470</u>	<u>DIFFERENCE</u>
B69 SUPERVISE CIVILIAN PERSONNEL	14	42	-28
C81 EVALUATE PERFORMANCE OF AIRMEN	9	36	-27
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	12	39	-27
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	9	35	-26
B47 IMPLEMENT TRAINING PROGRAMS	13	39	-26
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	16	41	-25
B35 ATTEND CONFERENCES OR POLICY MEETINGS	18	42	-24
F217 NOTIFY SUPERVISOR OF FLYING (SOF) OF AIRCRAFT EMERGENCIES	54	32	+22
F213 MONITOR SECONDARY CRASH PHONE NETS	60	41	+19
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	63	46	+17
F154 ACTIVATE BASE ALERTING SYSTEMS (SIREN, PUBLIC ADDRESS)	53	36	+17
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	49	32	+17
F168 CHANGE PAPER ON TELAUTOWRITERS	62	45	+17
N490 NOTIFY ENROUTE STOPS OF AIRCRAFT CARRYING HAZARDOUS CARGO	38	21	+17

TABLE 42
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27470 PERSONNEL
(N=436)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F218 OPERATE AUTOMATIC SECURE VOICE COMMUNICATION SYSTEMS (AUTOSEVOCOM)	71
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	71
D96 ATTEND OR PLAN TRAINING MEETINGS	69
F251 UPDATE COMMAND POST CONTROLLER LOGS	67
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	67
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)	66
E144 REPRODUCE DOCUMENTS	66
E125 DESTROY OR WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	66
F166 AUTHENTICATE MESSAGE INFORMATION	65
F201 INITIATE RADIO OR TELEPHONE PATCHES	65
F179 COPY NON-EMERGENCY ACTION MESSAGES	64
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	63
F194 IMPLEMENT EAMs CHECKLISTS OR FORMATS	62
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	61
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS	61

TABLE 43

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27470 AND DAFSC 27490 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>		<u>27470</u>	<u>27490</u>	<u>DIFFERENCE</u>
B34	ASSIGN PERSONNEL TO DUTY POSITIONS	25	79	-54
B53	PREPARE AWARDS AND DECORATION LETTERS	17	70	-53
B70	SUPERVISE COMMAND AND CONTROL TECHNICIAN (AFSC 27470)	24	74	-50
B42	DRAFT CHANGES TO MANUALS OR PUBLICATIONS	29	77	-48
B60	SCHEDULE LEAVES OR PASSES	22	70	-48
B35	ATTEND CONFERENCES OR POLICY MEETINGS	42	89	-47
C87	EVALUATE TIMELINESS AND ACCURACY OF COMMAND POST OPERATIONS	30	77	-47
C77	CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS	29	76	-47
F201	INITIATE RADIO OR TELEPHONE PATCHES	65	35	+30
F224	PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	60	34	+26

lists the tasks which best differentiate between the 7- and 9-skill levels. Also shown on Table 44 are typical tasks performed by DAFSC 27490 personnel. As expected, they are all of a supervisory or management nature.

Career Ladder Comparisons

A comparison of similarities across career ladders was also conducted. As would be expected, the specialties were so heterogeneous there were practically no similarities in tasks performed across the three career ladders. Only one task was performed in common by 30 percent or more of all three AFSCs (receive or post changes to daily flight schedules).

DAFSC 271X2 and 274X0 personnel only had one other task in common which was performed by 30 percent or more of the personnel in each ladder (reproduce documents). The DAFSC 271X1 and 271X2 personnel had only two additional tasks which were performed by 30 percent or more of both specialties (file or update manuals or regulations pertinent to flying and receive or update flight orders). DAFSC 271X1 and 274X0 personnel, on the other hand, had 40 tasks which were performed by 30 percent or more of both ladders, which are listed in Table 45. These common tasks suggest that there is some overlap in the functions performed by personnel in these AFSCs, primarily in the areas of administration and performing operations functions.

Summary

While 3- and 5-skill level airmen in the DAFSCs examined performed strictly as technical specialists, 7-skill level airmen performed as a combination of technician and supervisor. The 9-skill level superintendents were clearly the managers in each career ladder although DAFSC 27490 personnel still retained some technical responsibilities. As would be expected, task overlap among the specialties was found in the area of performing supervisory and management functions. The only task overlap in the technical area was found to exist between DAFSC 271X1 and 274X0 personnel. However, this overlap is not substantial enough to group the two specialties to any degree (as was indicated earlier in the career ladder structure analysis). Overall, the DAFSCs examined in this report appear to be distinct, heterogeneous, and unique in their job performance.

TABLE 44

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27490 PERSONNEL
(N=131)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
B35 ATTEND CONFERENCES OR POLICY MEETINGS	89
D99 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	82
A8 DEVELOP PROCEDURES FOR DISSEMINATING COMMAND POST INFORMATION	81
E125 DESTROY OR WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	80
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	80
B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	80
B34 ASSIGN PERSONNEL TO DUTY POSITIONS	79
B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	78
B42 DRAFT CHANGES TO MANUALS OR PUBLICATIONS	77
C87 EVALUATE TIMELINESS AND ACCURACY OF COMMAND POST OPERATIONS	77
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	77
C77 CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS	76
C81 EVALUATE PERFORMANCE OF AIRMEN	76
B37 COMPLETE PERSONNEL RATING FORMS	75
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	75

TABLE 45

NONSUPERVISORY TASKS PERFORMED BY 30 PERCENT OR MORE OF BOTH 271X1 AND 274X0 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	271X1	274X0
E125 DESTROY OR WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	35	61
E135 PICK UP AND MOVE CLASSIFIED INFORMATION	40	50
E136 POST CHANGES TO CLASSIFIED PUBLICATIONS	33	41
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	60	69
F155 ACTIVATE OR PARTICIPATE IN PLANS FOR PREVENTION OF THEFT OF AIRCRAFT	55	41
F156 ALERT PROTOCOL SECTIONS	35	42
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	67	37
F161 ARRANGE FOR OR PROVIDE SECURITY FOR CLASSIFIED MATERIAL OR EQUIPMENT	52	49
F164 ARRANGE TRANSPORTATION FOR DISTINGUISHED VISITORS (DVs) AIRCREW	59	35
F167 CHANGE OR UPDATE OPERATIONS DISPLAYS	46	60
F168 CHANGE PAPER ON TELAUTOWRITERS	46	49
F169 CHECK ACCURACY OF MASTER CLOCKS BY RADIO TIME SIGNALS	61	56
F173 COORDINATE AIRCRAFT PARKING WITH INTERESTED AGENCIES	56	39
F175 COORDINATE OPERATIONS WITH OTHER MILITARY OR CIVILIAN AGENCIES	50	42
F183 DISSEMINATE HAZARDOUS CARGO INFORMATION	53	35
F184 DISSEMINATE RUNWAY CONDITION INFORMATION	60	41
F193 IMPLEMENT DISASTER EXERCISES	30	42
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	52	67
F206 INTERPRET FLYING WEATHER MINIMUMS	40	31
F209 INTERPRET WEATHER SEQUENCES ON TELAUTOWRITERS	32	43
F210 LOCATE PERSONNEL DURING EMERGENCIES	46	60
F213 MONITOR SECONDARY CRASH PHONE NETS	55	47
F215 MONITOR TELAUTOWRITERS	35	47
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	72	66
F224 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	49	61
F230 PREPARE OR MAINTAIN PYRAMID ALERT OR RECALL LISTS	37	50
F233 RECEIVE INFORMATION OR NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS	32	47
F236 RECEIVE OR POST WEATHER INFORMATION	40	48
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	60	58
G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES	54	58

ANALYSIS OF AFMS GROUPS

An analysis was also made comparing job differences among individuals grouped by time in service. Very similar conclusions to those for DAFSC groups were noted.

As would be expected, all three career ladders displayed an increase in the percent of time spent on supervisory and management functions as time in service increased. Throughout all enlistment periods, airmen in each specialty tend to move into positions of greater supervisory and management responsibility as they gain time in service. However, there is no enlistment group in any of these ladders spending more than 55 percent of their time on supervisory and management duties. Thus, regardless of experience level, the majority of AFS 271X1, 271X2, and 274X0 airmen remain technicians or at best serve as supervisor technicians.

In looking at the jobs performed by first enlistment airmen (1-48 months TAFMS), it was found that this job grouping in each of the career ladders displayed a high degree of heterogeneity. Only 48 of the 548 tasks in the inventory were performed by 50 percent or more of the respondents in the AFS 271X1 first enlistment group. There are no tasks performed by 50 percent or more of first term AFS 271X2 personnel, while only 43 tasks are performed by 50 percent or more of the AFS 274X0 first enlistment group. Representative tasks for these groups are listed in Tables 46, 47, and 48 to further illustrate their heterogeneity.

As with DAFSC groups, AFMS groups were heterogeneous in terms of tasks performed. There is a trend toward performing more supervisory tasks as time in service increases among all three career specialties, but on the whole the job remains essentially technical in nature. There appeared to be no great amount of task overlap other than in general supervisory and management tasks across the different career ladders.

TABLE 46

TASKS MOST COMMONLY PERFORMED BY 271X1 PERSONNEL WITH 1-48 MONTHS TAFMS
(N=213)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	74
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	72
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	69
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT	69
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	69
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	67
N494 OPERATE SECONDARY CRASH PHONE NETS	67
L408 UPDATE AIRFIELD STATUS BOARDS	67
N489 NOTIFY AIRFIELD MANAGEMENT OF AIRCRAFT EMERGENCIES	67
P544 POST NOTAMS	66
F169 CHECK ACCURACY OF MASTER CLOCKS BY RADIO TIME SIGNALS	65
N483 DISSEMINATE CRASH INFORMATION	64
N484 EDIT OR PROCESS FLIGHT PLANS	63
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	63
F163 ARRANGE FOR RUNWAY, TAXIWAY, OR RAMP SWEEPING	63

TABLE 47

TASKS MOST COMMONLY PERFORMED BY 271X2 PERSONNEL WITH 1-48 MONTHS TAFMS
(N=340)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	45
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	44
F180 DELIVER FLYING SCHEDULES	40
E144 REPRODUCE DOCUMENTS	40
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	38
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	35
M448 OPERATE KEY PUNCH EQUIPMENT	34
M443 MAINTAIN ROSTERS RECEIVED FROM COMPUTERS	32
M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS	31
F237 RECEIVE OR UPDATE FLIGHT ORDERS	31
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	30
M416 AUDIT COMPUTATIONS SHOWN ON AFTO FORM 781, AIRCRAFT FLIGHT DATA RECORDS	30
F168 CHANGE PAPER ON TELAUTOWRITERS	30

TABLE 48

TASKS MOST COMMONLY PERFORMED BY 274X0 PERSONNEL WITH 1-48 MONTHS TAFMS
(N=100)

<u>TASKS</u>	<u>PERCENT OF GROUP MEMBERS PERFORMING</u>
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	80
G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES	79
F219 OPERATE COMMAND POST RADIOS (VHF, UHF, OR HF)	74
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	74
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS	71
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	71
D96 ATTEND OR PLAN TRAINING MEETINGS	71
F224 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	69
F201 INITIATE RADIO OR TELEPHONE PATCHES	68
F251 UPDATE COMMAND POST CONTROLLER LOGS	68
F218 OPERATE AUTOMATIC SECURE VOICE COMMUNICATION SYSTEMS (AUTOSEVOCOM)	68
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	67

ANALYSIS OF MAJCOM DIFFERENCES

At the request of training officials, an analysis of MAJCOM differences was performed in order to aid in identification of command unique tasks and to provide information for validating the development of the MAJCOM channelized E3ABR27430 course begun in October 1978. MAJCOMs were grouped according to functional mission responsibilities, and revealed some major differences between commands within each AFSC.

AFS 271X1

Table 49 shows that AFS 271X1 personnel assigned to SAC perform nearly one-third fewer tasks, possess an average lower pay grade, and average fewer months in the career ladder and TAFMS than airmen in the other MAJCOM groupings. As shown in Table 50, the SAC respondents also spend more time performing the more routine general operations functions. In terms of tasks performed, ATC 271X1 airmen were found to be more homogeneous than Airfield Managers in general, while the SAC 271X1 airmen were found to be more heterogeneous. Each group displayed a slightly different utilization pattern (see Table 51), but all MAJCOMs use the majority of this personnel resource in the dispatcher function.

AFS 271X2

In terms of DAFSC, TAFMS, and average number of tasks performed, AFS 271X2 are more equally distributed across the MAJCOMs with the exception of ATC with 49 percent of this resource in their first enlistment. Background information is displayed in Table 52. However, utilization of these personnel differ greatly. While ATC and MAC utilize 271X2 airmen primarily in the air operations area, SAC uses them mainly to perform flight records functions. The MAJCOMs comprising the Tactical Air Forces (TAF) utilize their personnel somewhere between these two extremes as is illustrated in Table 53. In relation to individual tasks performed, all the MAJCOMs display heterogeneous job descriptions. Table 54 shows the low percentages of personnel performing the most common AFS 271X2 tasks. As was commented on in the CAREER LADDER STRUCTURE section of this report, there appears to be no distinct utilization pattern for AFS 271X2 personnel. Based on the extreme heterogeneity of these airmen jobs among MAJCOM groups, it appears that there is no consistent and clear idea as to just what the job of an Operations System Manager should be.

TABLE 49

BACKGROUND INFORMATION FOR AFS 271X1 MAJCOM GROUPS

	271X1 MAJCOM GROUPS			
	ATC (N=32)	MAC (N=97)	SAC (N=127)	TAF ** (N=226)
AVERAGE NUMBER OF TASKS PERFORMED	92	91	64	90
AVERAGE PAY GRADE	4.4	4.6	3.8	4.8
PERCENT OF MEMBERS WHO SUPERVISE	34%	27%	21%	41%
PERCENT ASSIGNED OVERSEAS	3%	25%	3%	48%
<hr/>				
DAFSC				
27131	6%	6%	15%	5%
27151	60%	55%	68%	56%
27171	34%	39%	17%	39%
<hr/>				
AVERAGE MONTHS IN CAREER LADDER	50	71	41	78
AVERAGE MONTHS TAFMS	87	101	67	114
PERCENT IN FIRST ENLISTMENT	44%	37%	60%	26%

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF, AND ADC

TABLE 50
RELATIVE PERCENT TIME SPENT ON DUTIES BY AFS 271X1 MAJCOM GROUPS

DUTIES	MAJCOM GROUPS			
	ATC (N=32)	MAC (N=97)	SAC (N=129)	TAF ** (N=226)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>				
A PLANNING AND ORGANIZING	3	5	4	5
B DIRECTING AND IMPLEMENTING	7	8	8	11
C EVALUATING	3	3	2	3
D TRAINING	4	3	5	4
<u>ADMINISTRATIVE FUNCTIONS</u>				
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	3	7	5	6
<u>TECHNICAL FUNCTIONS</u>				
F PERFORMING OPERATIONS FUNCTIONS	35	32	40	32
G PERFORMING REPORTING FUNCTIONS	2	4	3	2
H OPERATING FROM AIRBORNE COMMAND POST	0	*	*	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	0	*	*	*
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	0	*	*	*
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	0	*	*	1
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	15	12	12	12
M PERFORMING FLIGHT RECORD FUNCTIONS	0	3	1	1
N PERFORMING DISPATCHING FUNCTIONS	18	13	13	14
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	3	5	3	3
P PERFORMING FLIGHT PLANNING FUNCTIONS	5	5	3	5

* INDICATES LESS THAN ONE PERCENT

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF AND ADC

TABLE 51

PERCENT OF AFS 271X1 RESPONDENTS PERFORMING TASKS BY MAJCOM GROUPS

DUTIES	MAJCOM GROUPS			TAF ** (N=226)
	271X1 (N=568)	ATC (N=32)	MAC (N=97)	
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	72	91	79	60
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	67	78	71	57
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT	64	84	72	54
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	63	88	66	56
F163 ARRANGE FOR RUNWAY, TAXIWAY, OR RAMP SWEEPING	62	91	57	55
L408 UPDATE AIRFIELD STATUS BOARDS	61	78	59	60
F169 CHECK ACCURACY OF MASTER CLOCKS BY RADIO TIME SIGNALS	61	75	60	57
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	60	78	47	71
N484 EDIT OR PROCESS FLIGHT PLANS	60	78	53	55
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	60	72	61	60
N489 NOTIFY AIRFIELD MANAGEMENT OF AIRCRAFT EMERGENCIES	60	84	59	54
F184 DISSEMINATE RUNWAY CONDITION INFORMATION	60	81	57	51
N494 OPERATE SECONDARY CRASH PHONE NETS	59	82	53	57
F164 ARRANGE TRANSPORTATION FOR DISTINGUISHED VISITORS (DVs) AIRCREW	59	88	57	53
N495 PLOT CRASH GRID CHARTS	59	82	52	53
P544 POST NOTAMS	58	75	54	50
L400 PREPARE OR UPDATE INBOUND, OUTBOUND, OR LOCAL FLIGHT LOGS	58	72	61	52
L404 REQUEST AIRCREW TRANSPORTATION TO AND FROM AIRCRAFT	58	75	64	48
N483 DISSEMINATE CRASH INFORMATION	58	81	49	54
E133 ISSUE CHARTS, MAPS, OR OTHER PUBLICATIONS TO AIRCREWS (EXCLUDING TECHNICAL ORDERS OR TRAINING MANUALS)	57	91	56	46
				63

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF, AND ADC

TABLE 52
BACKGROUND INFORMATION FOR AFS 271X2 MAJCOM GROUPS

	271X2 MAJCOM GROUPS			
	ATC (N=70)	MAC (N=192)	SAC (N=130)	TAF ** (N=402)
AVERAGE NUMBER OF TASKS PERFORMED	47	46	42	54
AVERAGE PAY GRADE	4.1	4.4	4.4	4.3
PERCENT OF MEMBERS WHO SUPERVISE	27%	27%	30%	35%
PERCENT ASSIGNED OVERSEAS	0%	19%	13%	27%
<hr/>				
DAFSC				
27132	6%	15%	14%	10%
27152	71%	48%	51%	57%
27172	23%	37%	35%	33%
<hr/>				
AVERAGE MONTHS IN CAREER LADDER	50	64	50	58
AVERAGE MONTHS TAFMS	76	94	91	83
PERCENT IN FIRST ENLISTMENT	49%	41%	35%	43%

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF, AND ADC

TABLE 53
PERCENT TIME SPENT ON DUTIES BY AFS 271X2 MAJCOM GROUPS

DUTIES	MAJCOM GROUPS			
	ATC (N=70)	MAC (N=192)	SAC (N=130)	TAF ** (N=402)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>				
A PLANNING AND ORGANIZING	11	9	7	10
B DIRECTING AND IMPLEMENTING	10	12	14	15
C EVALUATING	2	3	4	4
D TRAINING	5	6	9	6
<u>ADMINISTRATIVE FUNCTIONS</u>				
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	6	9	9	8
<u>TECHNICAL FUNCTIONS</u>				
F PERFORMING OPERATIONS FUNCTIONS	25	28	10	18
G PERFORMING REPORTING FUNCTIONS	3	4	5	3
H OPERATING FROM AIRBORNE COMMAND POST	*	*	*	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	*	*	0	0
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	*	1	*	1
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	*	*	*	*
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	9	3	1	4
M PERFORMING FLIGHT RECORD FUNCTIONS	12	14	36	22
N PERFORMING DISPATCHING FUNCTIONS	5	2	*	2
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	7	7	4	4
P PERFORMING FLIGHT PLANNING FUNCTIONS	3	2	1	2

* INDICATES LESS THAN ONE PERCENT

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF AND ADC

TABLE 54

PERCENT OF AFS 271X2 RESPONDENTS PERFORMING TASKS BY MAJCOM GROUPS

DUTIES	MAJCOM GROUPS			TAF ** (N=402)
	271X2 (N=839)	ATC (N=70)	MAC (N=192)	
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	54	46	44	54
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	50	39	51	38
E144 REPRODUCE DOCUMENTS	46	31	46	44
F135 PICK UP AND MOVE CLASSIFIED INFORMATION	42	66	41	20
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	39	23	42	29
F180 DELIVER FLYING SCHEDULES	36	43	35	21
H443 INPUT NEW NONRATED PERSONNEL INTO FADS	36	21	24	46
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	34	40	41	27
H448 OPERATE KEY PUNCH EQUIPMENT	33	13	22	60
D109 MAINTAIN TRAINING RECORDS	33	21	34	33
B56 PREPARE OPERATION REPORTS	31	27	29	21
B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	31	26	30	27
F237 RECEIVE OR UPDATE FLIGHT ORDERS	31	27	40	15
B51 PERFORM DAILY OFFICE SECURITY INSPECTIONS	30	6	26	17
H416 AUDIT COMPUTATIONS SHOWN ON AFTO FORM 781, AIRCRAFT FLIGHT DATA RECORDS	30	10	14	45
M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS	29	17	17	41
H441 MAINTAIN LIMITED REGULATIONS, MANUALS, OR PUBLICATIONS	29	20	24	32
D99 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	29	30	22	18
C90 REVIEW COMPLETED AIR OPERATIONS FORMS OR RECORDS FOR PROCEDURAL CORRECTNESS	29	21	28	18
C92 VERIFY DATA USED IN PREPARATION OF AIR OPERATIONS REPORTS	28	29	22	21

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF, AND ADC

AFS 274X0

The composition of AFS 274X0 MAJCOM groups is quite similar as Table 55 indicates. Only in the average number of tasks performed is there any real difference. That difference lies in the fact that ATC is not charged with command post functions relative to the actual support of combat missions. This difference is further illustrated in Table 56 by the percent of time spent by SAC personnel in operation of 465L or 487L systems and in performing reporting functions, and by TAF personnel in performing 485L system and deployment functions. Although all MAJCOM groups spend a considerable amount of time performing operations functions, there are differences in the percent of members performing various tasks within this duty, as shown by Table 57. Again, these differences in tasks performed are due to the differences in command post functions brought about by the assigned mission of each MAJCOM.

Summary

Table 58 lists the MAJCOM distribution by DAFSC for each of the primary 271XX job clusters. This table further illustrates the diversity of utilization of AFS 271X2 personnel in that some AFS 271X2 personnel appear in all the primary job groups, even those job groups which are predominately AFS 271X1. Overall, findings in terms of job structure and heterogeneity of tasks performed were similar to that in other sections of this report. MAJCOM distribution by DAFSC for the primary 274X0 clusters is listed in Table 59. The information here and elsewhere in this section tend to support the decision to channelize the basic training course in this specialty.

TABLE 55
BACKGROUND INFORMATION FOR AFS 274X0 MAJCOM GROUPS

	274X0 MAJCOM GROUPS			
	ATC (N=31)	MAC (N=230)	SAC (N=248)	TAF ** (N=371)
AVERAGE NUMBER OF TASKS PERFORMED	60	74	90	80
AVERAGE PAY GRADE	5.1	5.5	5.5	5.3
PERCENT OF MEMBERS WHO SUPERVISE	26%	36%	31%	24%
PERCENT ASSIGNED OVERSEAS	0%	33%	7%	52%

DAFSC	27430	27450	27470	27490
	0%	2%	3%	1%
	55%	36%	39%	48%
	42%	50%	40%	40%
	3%	12%	18%	11%

AVERAGE MONTHS IN CAREER LADDER	56	79	79	79
AVERAGE MONTHS TAFMS	132	152	151	141
PERCENT IN FIRST ENLISTMENT	7%	14%	11%	9%

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF, AND ADC

TABLE 56
RELATIVE PERCENT TIME SPENT ON DUTIES BY AFS 274X0 MAJCOM GROUPS

DUTIES	MAJCOM GROUPS			
	ATC (N=31)	MAC (N=230)	SAC (N=248)	TAF ** (N=371)
SUPERVISORY AND MANAGEMENT FUNCTIONS				
A PLANNING AND ORGANIZING	4	5	4	5
B DIRECTING AND IMPLEMENTING	11	11	11	10
C EVALUATING	3	4	3	3
D TRAINING	9	7	8	8
ADMINISTRATIVE FUNCTIONS				
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	9	5	8	9
TECHNICAL FUNCTIONS				
F PERFORMING OPERATIONS FUNCTIONS	49	53	41	46
G PERFORMING REPORTING FUNCTIONS	10	8	14	10
H OPERATING FROM AIRBORNE COMMAND POST	0	*	1	*
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	0	*	6	*
J PERFORMING GENERAL TACTICAL COMMAND POST FUNCTIONS	1	1	2	2
K PERFORMING 485L SYSTEM AND DEPLOYMENT FUNCTIONS	0	*	*	2
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	1	2	1	1
M PERFORMING FLIGHT RECORD FUNCTIONS	*	*	*	1
N PERFORMING DISPATCHING FUNCTIONS	3	3	1	2
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	*	1	*	1
P PERFORMING FLIGHT PLANNING FUNCTIONS	*	*	*	*

* INDICATES LESS THAN ONE PERCENT

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF AND ADC

TABLE 57
PERCENT OF AFS 274X0 RESPONDENTS PERFORMING TASKS BY MAJCOM GROUPS

DUTIES	MAJCOM GROUPS				TAF ** (N=371)
	274X0 (N=1004)	ATC (N=31)	MAC (N=230)	SAC (N=248)	
D96 ATTEND OR PLAN TRAINING MEETINGS	69	74	72	71	68
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	69	87	65	66	70
F218 OPERATE AUTOMATIC SECURE VOICE COMMUNICATION SYSTEMS (AUTOSEVOCOM)	67	6	62	81	65
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	67	84	59	67	71
F251 UPDATE COMMAND POST CONTROLLER LOGS	67	87	63	61	71
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	66	65	75	58	66
F178 COPY EMERGENCY ACTION MESSAGES (EAMS)	65	61	51	63	75
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS	65	74	58	58	73
F201 INITIATE RADIO OR TELEPHONE PATCHES	64	71	63	61	64
F166 AUTHENTICATE MESSAGE INFORMATION	64	68	55	63	69
F192 IMPLEMENT BATTLE STAFF RECALLS	62	84	48	64	70
F179 COPY NON-EMERGENCY ACTION MESSAGES	62	58	54	60	67
F219 OPERATE COMMAND POST RADIOS (VHF, UHF, OR HF)	61	39	58	60	67
F224 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	61	68	51	58	70
E125 DESTROY OR WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	61	61	37	67	70
F195 IMPLEMENT EMERGENCY ACTION PROCEDURES (EAP)	61	74	46	61	70
F194 IMPLEMENT EAMS CHECKLISTS OR FORMATS	61	70	50	60	67
F167 CHANGE OR UPDATE OPERATIONS DISPLAYS	60	16	57	63	63
F186 ENCODE OR DECODE EAMS	60	55	42	61	72
F210 LOCATE PERSONNEL DURING EMERGENCIES	60	90	56	53	65

TABLE 58
MAJCOM DISTRIBUTION WITHIN AFS 271XX PRIMARY JOB GROUPS

DAFSC	DISPATCHERS (N=382)				AIR OPERATIONS PERSONNEL (N=129)			
	ATC	MAC	SAC	TAF**	ATC	MAC	SAC	TAF**
27131	1	3	10	12	0	0	0	2
27151	19	38	48	107	0	0	4	12
27171	7	24	15	70	0	0	1	3
27132	0	0	0	0	1	4	0	6
27152	3	0	0	5	5	8	0	40
27172	0	1	0	3	3	10	5	22
27199	1	5	1	4	0	2	0	1
TOTAL	31	71	73	201	9	24	10	86
PERCENT OF N	8%	19%	19%	53%	7%	19%	8%	67%

DAFSC	OPERATIONS SYSTEM MANAGEMENT CLERKS (N=197)				FLIGHT RECORDS PERSONNEL (N=234)			
	ATC	MAC	SAC	TAF**	ATC	MAC	SAC	TAF**
27131	0	0	0	0	0	0	0	2
27151	1	1	0	8	0	0	0	2
27171	1	4	0	14	0	1	0	0
27132	2	9	1	17	0	9	13	17
27152	20	28	8	45	8	17	36	68
27172	6	5	1	19	3	3	18	30
27199	0	1	0	3	0	0	5	3
TOTAL	28	48	10	106	11	29	72	122
PERCENT OF N	14%	24%	5%	54%	5%	12%	31%	52%

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF, AND ADC

TABLE 59
MAJCOM DISTRIBUTION WITHIN AFS 274X0 PRIMARY JOB GROUPS

DAFSC	COMMAND POST PERSONNEL (N=781)				FORCE STATUS CONTROLLERS (N=78)			
	ATC	MAC	SAC	TAF**	ATC	MAC	SAC	TAF**
27430	0	3	3	3	0	0	3	
27450	13	70	76	176	0	1	16	13
27470	13	89	56	142	0	2	15	20
27490	1	17	28	40	0	0	1	1
271XX	2	13	5	27	0	1	1	4
TOTAL	29	192	168	388	0	4	36	38
PERCENT OF N	4%	25%	21%	50%	0%	5%	46%	49%

** TACTICAL AIR FORCES - INCLUDES TAC, USAFE, PACAF, AND ADC

ANALYSIS OF TASK DIFFICULTY

From the listing of airmen identified to receive the occupational survey inventory, incumbents from various commands and locations who held a 7- or 9-skill level DAFSC and PAFSC were identified to also receive a task difficulty booklet. This booklet contained only the duty/task list section of the original occupational survey inventory. The survey respondent was instructed to rate all of the tasks on a nine point scale from extremely low to extremely high, with task difficulty being defined as the length of time it requires an average incumbent to learn to do the task. Interrater agreement (as assessed through components of variance of standardized group means) among the 60 raters in this sample was .94. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 548 tasks in the job inventory, 277 were rated above average in difficulty while 268 were rated below average. As was expected, many of the tasks rated highest in difficulty were supervisory functions. However, 19 of the 50 tasks rated most difficult were technical and are listed in Table 60. On the other hand, tasks rated below average in difficulty were mostly technical, routine, and often repetitive in nature.

The first enlistment group is the primary target for technical training in that Air Force training is focused on preparing an individual for their first job. Thus, the first enlistment group for each specialty will be used to display representative tasks performed by that AFSC and the task difficulty of those tasks.

Only 18 tasks rated above average in difficulty were found to be performed by 30 percent or more of AFS 271X1 first enlistment airmen. As shown in Table 61, these tasks are technical and pertain primarily to the functions of dispatching and airfield management. There were 80 tasks rated below average in difficulty that were performed by 30 percent or more of this group. Those tasks with the highest percent of members performing are listed in Table 62.

There were only five tasks rated above average in difficulty and eight tasks rated below average that were performed by 30 percent or more of first enlistment AFS 271X2 personnel. No conclusions are drawn from these results due to the extreme heterogeneity of the career ladder, but the tasks are listed for purpose of display in Tables 63 and 64 respectively.

Among first enlistment AFS 274X0 airmen, 30 percent or more performed 35 tasks rated above average in difficulty. These tasks were primarily technical and dealt with the more difficult aspects of command post operation and operations reporting. Representative tasks are listed in Table 65. Fifty-six tasks rated below average in difficulty were also performed by 30 percent or more of this group. Representative tasks are presented in Table 66. As would be expected,

TABLE 60

TECHNICAL TASKS RATED MOST DIFFICULT BY AFS 27XXX RESPONDENTS

TASKS	DIFFICULTY RATING
F212 MODIFY COMPUTER PROGRAMS	7.71
J337 SET UP TACTICAL UNIT OPERATION CENTERS (TUOC) UNDER FIELD CONDITIONS	7.56
K355 OPERATE TACTICAL AIR CONTROL CENTERS (TACC)	7.13
M480 WRITE BASE LEVEL INQUIRY SYSTEMS (BLIS) OR ON-LINE RETRIEVALS	7.02
L382 DIRECT OR CONTROL RESCUE CENTER FUNCTIONS	6.94
L395 PERFORM LIAISON DUTIES WITH FOREIGN AIR TRAFFIC CONTROL FOR VIP MOVEMENTS, SPACE OPERATIONS, OR RESCUE OPERATIONS	6.81
F245 SOLVE DEAD-RECKONING PROBLEMS	6.76
L399 PREPARE OR IMPLEMENT JOINT SERVICE SUPPORT AGREEMENTS	6.75
J326 INSPECT OR EVALUATE SUBORDINATE UNITS	6.71
F222 ORGANIZE OR DIRECT SEARCH AND RESCUE TEAMS ON GROUND OPERATIONS	6.65
L372 ACT AS LIAISON BETWEEN US AND FOREIGN FORCES TO EXPEDITE MOVEMENT OF SUPPLIES	6.59
J327 MAKE STAFF VISITS	6.59
G259 PREPARE UNIT CAPABILITY MEASUREMENT SYSTEM (UCMS) REPORTS	6.58
J338 VERIFY ACCURACY OF EQUIPMENT OR DOCUMENTATION OF CONTROLLERS SELECTED FOR TDY	6.51
I317 PROGRAM FMC TAPES	6.42
J332 PREPARE REPORTS OF STAFF VISITS	6.38
K366 SET UP TSQ-92	6.34
H290 DIRECT OR COORDINATE AIRCRAFT FROM AIRBORNE COMMAND POSTS	6.34
L381 DIRECT OR CONTROL FUNCTIONS OF AN AIRLIFT CONTROL ELEMENT	6.32

TABLE 61

TASKS RATED ABOVE AVERAGE IN LEARNING DIFFICULTY PERFORMED BY
30 PERCENT OR MORE OF FIRST ENLISTMENT AFS 271X1 PERSONNEL

<u>TASKS</u>	<u>LEARNING DIFFICULTY</u>	<u>PERCENT PERFORMING</u>
F196 IMPLEMENT EXERCISE OR CONTINGENCY PLAN CHECKLISTS	5.82	33
F195 IMPLEMENT EMERGENCY ACTION PROCEDURES (EAP)	5.79	39
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	5.62	31
F204 INTERPRET AERONAUTICAL CHARTS OR FLIGHT INFORMATION PUBLICATION CATALOGUES	5.59	35
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)	5.54	31
N484 EDIT OR PROCESS FLIGHT PLANS	5.44	63
L406 REVIEW DD FORM 175, MILITARY FLIGHT PLAN, FOR ACCURACY	5.43	60
F206 INTERPRET FLYING WEATHER MINIMUMS	5.33	40
F223 PARTICIPATE IN COMMUNICATION SEARCH FOR OVERDUE AIRCRAFT	5.26	54
D99 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	5.24	30
F193 IMPLEMENT DISASTER EXERCISES	5.24	43
F175 COORDINATE OPERATIONS WITH OTHER MILITARY OR CIVILIAN AGENCIES	5.22	51
L386 IMPLEMENT EXERCISES, SUCH AS "BROKEN ARROW"	5.20	53
F209 INTERPRET WEATHER SEQUENCES ON TELAUTOWRITERS	5.17	35
N505 RECEIVE OR RECORD REPORTS OF OFF-BASE CRASHES	5.10	56
L387 INSPECT FLIGHT INFORMATION PUBLICATIONS (FLIPs)	5.08	48
N482 CONFER WITH PILOT ABOUT AIRCRAFT CLEARANCE FORMS	5.07	48
N511 TRANSMIT AIRCRAFT CLEARANCE INFORMATION VIA TELETYPE	5.04	46

TABLE 62

TASKS RATED BELOW AVERAGE IN LEARNING DIFFICULTY PERFORMED BY
60 PERCENT OR MORE OF FIRST ENLISTMENT AFS 271X1 PERSONNEL

TASKS	LEARNING DIFFICULTY	PERCENT PERFORMING
N495 PLOT CRASH GRID CHARTS	4.79	62
N483 DISSEMINATE CRASH INFORMATION	4.79	64
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	4.58	63
L400 PREPARE OR UPDATE INBOUND, OUTBOUND, OR LOCAL FLIGHT LOGS	4.36	62
P544 POST NOTAMS	4.20	66
N494 OPERATE SECONDARY CRASH PHONE NETS	3.94	67
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT	3.92	69
F184 DISSEMINATE RUNWAY CONDITION INFORMATION	3.79	62
N489 NOTIFY AIRFIELD MANAGEMENT OF AIRCRAFT EMERGENCIES	3.66	67
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	3.63	69
N490 NOTIFY APPROPRIATE AGENCIES OF VIP ARRIVALS	3.45	69
F164 ARRANGE TRANSPORTATION FOR DISTINGUISHED VISITORS	3.34	64
L403 RELAY RUNWAY CONDITION READING (RCR) INFORMATION TO INTERESTED AGENCIES	3.32	61
L408 UPDATE AIRFIELD STATUS BOARDS	3.21	67
F163 ARRANGE FOR RUNWAY, TAXIWAY, OR RAMP SWEEPING	3.18	63
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	3.12	74
F157 ARRANGE FOR AIRCREW TRANSPORTATION TO OR FROM AIRCRAFT	2.82	72
F169 CHECK ACCURACY OF MASTER CLOCKS BY RADIO TIME SIGNALS	2.41	65

TABLE 63

TASKS RATED ABOVE AVERAGE IN LEARNING DIFFICULTY PERFORMED BY
30 PERCENT OR MORE OF FIRST ENLISTMENT AFS 271X2 PERSONNEL

<u>TASKS</u>	<u>LEARNING DIFFICULTY</u>	<u>PERCENT PERFORMING</u>
M448 OPERATE KEY PUNCH EQUIPMENT	5.80	34
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	5.62	30
B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS	5.25	45
M416 AUDIT COMPUTATIONS SHOWN ON AFTO FORM 781, AIRCRAFT FLIGHT DATA RECORDS	5.17	30
M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS	5.09	31

TABLE 64

TASKS RATED BELOW AVERAGE IN LEARNING DIFFICULTY PERFORMED BY
30 PERCENT OR MORE OF FIRST ENLISTMENT AFS 271X2 PERSONNEL

TASKS	LEARNING DIFFICULTY	PERCENT PERFORMING
B43 DRAFT OR TYPE CORRESPONDENCE OR REPORTS	4.87	38
M443 INPUT NEW NONRATED PERSONNEL INTO FMDS	3.98	32
E129 FILE OR UPDATE MANUALS OR REGULATIONS PERTINENT TO FLYING	3.97	35
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	3.91	44
F237 RECEIVE OR UPDATE FLIGHT ORDERS	3.59	31
F168 CHANGE PAPER ON TELAUTOWRITERS	2.24	30
E144 REPRODUCE DOCUMENTS	2.21	41
F180 DELIVER FLYING SCHEDULES	2.10	40

TABLE 65

**TASKS RATED ABOVE AVERAGE IN LEARNING DIFFICULTY PERFORMED BY
50 PERCENT OR MORE OF FIRST ENLISTMENT AFS 274X0 PERSONNEL**

<u>TASKS</u>	<u>LEARNING DIFFICULTY</u>	<u>PERCENT PERFORMING</u>
G271 TRANSMIT FORCE STATUS REPORTS (FORSTAT)	5.97	54
F182 DIRECT OR CONTROL FLIGHT-FOLLOWING OF AIRCRAFT (EXCLUDING AIRLIFT)	5.87	56
F186 ENCODE OR DECODE EAMS	5.84	56
F195 IMPLEMENT EMERGENCY ACTION PROCEDURES (EAP)	5.79	52
G279 TRANSMIT OPERATIONS EVENTS OR INCIDENTS REPORTS (OPREP-3)	5.75	56
A4 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	5.62	54
F194 IMPLEMENT EAMs CHECKLISTS OR FORMATS	5.59	54
G265 RELEASE OR TRANSMIT OPERATIONS REPORTS (OPREP)	5.54	51
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)	5.54	63
E96 ATTEND OR PLAN TRAINING MEETINGS	5.28	71
F209 INTERPRET WEATHER SEQUENCES ON TELAUTOWRITERS	5.17	50
F166 AUTHENTICATE MESSAGE INFORMATION	5.01	63

these tasks are mostly routine day-to-day functions that must be performed in order to insure proper functioning of unit command posts.

Job Difficulty Index (JDI)

Having computed the task difficulty index for each inventory item, it was then possible to compute a Job Difficulty Index (JDI) for any group identified in the survey analysis. The index provides a relative measure of which jobs, when compared to other jobs identified in the analysis, are more or less difficult. The JDI is based on an equation using number of tasks performed and the average difficulty of each task per unit time spent. The indices are then adjusted so that the average job difficulty index is 13.00. The JDI was computed for the major job groups identified in the specialty structure, and this information is presented in Table 67.

Also included in the table is the Average Task Difficulty Per Unit Time Spent (ATDPUTS). The ATDPUTS is a 9-point average task difficulty rating based on relative time spent. That is, the more time spent on tasks rated high in difficulty, the higher the ATDPUTS. If more time is spent on tasks rated low in difficulty, then the ATDPUTS will be low. Since job difficulty is weighted more towards tasks performed than on time spent on those tasks, JDIs often differ from ATDPUTS in identifying the more difficult jobs. This is the case with these job groups.

Groups with low ATDPUTS (Dispatchers, Air Operations Personnel, and Command Post Personnel) show a higher JDI than groups with higher ATDPUTS (Force Status Controllers, Supervisors and Managers, and Flight Records Personnel) because they perform considerably more tasks. For this reason, JDIs for these groups should be used with caution since they are a composite index of several important variables. A more complete picture is possible if both ATDPUTS and JDI are considered.

Training Emphasis

In order to assist training managers in determining which occupational tasks should be included in the training curriculum of first enlistment airmen, the Air Force Human Resources Laboratory (AFHRL) at Brooks AFB, Texas has developed a Training Emphasis Scale. Data is collected in the same manner as Task Difficulty ratings. Airmen from various commands and locations holding a 7- or 9-skill level DAFSC and PAFSC are selected at random to receive a training emphasis booklet containing the duty/task list section of the original occupational survey inventory. The respondents are instructed to check and rate those tasks for which they recommend some type of structured training (resident, OJT, etc) for first-term airmen in their career ladder. Ratings are on a 9-point scale from extremely low to extremely high emphasis. A task not rated is counted as a zero and taken to mean no

TABLE 66

TASKS RATED BELOW AVERAGE IN LEARNING DIFFICULTY PERFORMED BY
60 PERCENT OR MORE OF FIRST ENLISTMENT AFS 274XO PERSONNEL

TASKS	LEARNING DIFFICULTY	PERCENT PERFORMING
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	4.58	67
F210 LOCATE PERSONNEL DURING EMERGENCIES	4.48	60
F167 CHANGE OR UPDATE OPERATIONS DISPLAYS	4.46	60
F179 COPY NON-EMERGENCY ACTION MESSAGES	4.42	61
F219 OPERATE COMMAND POST RADIOS (VHF, UHF, OR HF)	4.33	74
F218 OPERATE AUTOMATIC SECURE VOICE COMMUNICATION SYSTEMS (AUTOSEVOCOM)	4.24	68
F251 UPDATE COMMAND POST CONTROLLER LOGS	4.09	68
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS	4.07	71
F201 INITIATE RADIO OR TELEPHONE PATCHES	3.94	68
F235 RECEIVE OR POST CHANGES TO DAILY FLIGHT SCHEDULES	3.91	71
F236 RECEIVE OR POST WEATHER INFORMATION	3.65	60
F213 MONITOR SECONDARY CRASH PHONE NETS	3.64	66
F224 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	3.64	69
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES	3.63	74
F233 RECEIVE INFORMATION OR NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS	3.63	66
G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES	3.46	79
F215 MONITOR TELAUTOWRITERS	3.22	60
F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	3.12	80
F169 CHECK ACCURACY OF MASTER CLOCKS BY RADIO TIME SIGNALS	2.41	62
F168 CHANGE PAPER ON TELAUTOWRITERS	2.24	62

TABLE 67
JOB DIFFICULTY AND ATDPUTS* FOR MAJOR JOB GROUPS

<u>MAJOR JOB GROUPS</u>	<u>ATDPUT</u>	<u>JDI</u>
DISPATCHERS	4.4	14.9
AIR OPERATIONS PERSONNEL	4.7	15.7
COMMAND POST PERSONNEL	4.7	15.5
FORCE STATUS CONTROLLERS	5.0	11.4
SUPERVISORS AND MANAGERS	5.2	13.8
OPERATIONS SYSTEM MANAGEMENT CLERKS	4.6	9.1
FLIGHT RECORDS PERSONNEL	4.9	11.9

training is required. In the case of multiple career ladder job inventories, training emphasis for each career ladder is determined independently of the other specialties being surveyed. Unlike task difficulty ratings, however, training emphasis ratings are not adjusted around a mean average rating of 5.00. Instead, a raw mean rating including zero responses is reported for each task in the inventory.

In order to show confidence in the results of training emphasis ratings, interrater agreement (as assessed through components of variance of standardized group means) should register .90 or higher. Unfortunately, due to the extreme heterogeneity of the jobs performed by AFS 271X1 and 271X2 personnel, sufficient interrater agreement among respondents in these specialties was not achieved. This had been expected and predicted by researchers at AFHRL based on studies of similar heterogeneous specialties. However, interrater agreement of .96 was achieved among the 34 raters of AFS 274X0.

Table 68 lists those tasks rated highest in training emphasis. All of these tasks were found to have 30 percent or more of the first enlistment airmen performing them. In fact, 81 of the first 100 tasks listed in descending order of training emphasis were performed by 30 percent or more of first termers. In addition, 77 of those 100 tasks pertained to the functions of command post operations and mission reporting. Another 11 tasks were administrative responsibilities pertaining to reporting and control of classified command post materials.

A more complete listing of training emphasis ratings is included in the EXTRACT package of computer products. The EXTRACT provides very detailed information needed in training program development and other special needs.

TABLE 68

TASKS RATED HIGHEST IN TRAINING EMPHASIS FOR FIRST
ENLISTMENT AFS 274X0 PERSONNEL

TASKS	TRAINING EMPHASIS	PERCENT PERFORMING 1-48 MONTHS TAFMS
F186 ENCODE OR DECODE EAMs	7.41	56
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)	7.15	63
F187 ENCODE OR DECODE NON-EMERGENCY ACTION MESSAGES	7.06	49
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS	6.91	71
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	6.85	64
F179 COPY NON-EMERGENCY ACTION MESSAGES	6.82	61
F195 IMPLEMENT EMERGENCY ACTION PROCEDURES (EAP)	6.82	52
F166 AUTHENTICATE MESSAGE INFORMATION	6.76	63
F194 IMPLEMENT EAM CHECKLISTS OR FORMATS	6.76	54
F219 OPERATE COMMAND POST RADIOS (VHF, UHF, OR HF)	6.71	74
F196 IMPLEMENT EXERCISE OR CONTINGENCY PLAN CHECKLISTS	6.50	45
F199 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	6.29	67
F192 IMPLEMENT BATTLE STAFF RECALLS	6.24	56
F221 OPERATE PRIMARY ALERTING SYSTEMS (PAS)	6.18	39
F153 ACTIVATE AIRCREW SYSTEMS (KLAXON, SCRAMBLE BELL)	6.12	32
F238 RELAY WEATHER WARNINGS AND ADVISORIES TO AGENCIES CONCERNED	6.12	74
G265 RELEASE OR TRANSMIT OPERATIONS REPORTS (OPREP)	6.09	51
G279 TRANSMIT OPERATIONS EVENTS OR INCIDENTS REPORTS (OPREP-3)	6.03	56
F154 ACTIVATE BASE ALERTING SYSTEMS (SIREN, PUBLIC ADDRESS)	6.00	51
F218 OPERATE AUTOMATIC SECURE VOICE COMMUNICATION SYSTEMS (AUTOSEVOCOM)	5.88	68

COMPARISON OF AFR 39-1 SPECIALTY DESCRIPTIONS WITH SURVEY DATA

The AFR 39-1 specialty descriptions for AFSCs 27131/27151, 27171, 27132/27152, 27172, 27199, 27430/27450, 27470, and 27490 were compared with the survey data. All the specialty descriptions appear to be complete, and accurately portray the duties and responsibilities of the personnel in these career ladders. All the duties and responsibilities mentioned in the specialty descriptions could be matched to tasks in the job inventory, and sufficient numbers of survey respondents were found performing those functions to warrant their inclusion in the descriptions.

It should also be pointed out that although the AFS 271X2 specialty descriptions are broad and comprehensive, they outline the specific job requirements of this AFSC. There is no data to suggest that the descriptions are a contributing factor to the extreme heterogeneity and diverse utilization of this Air Force specialty. However, there is one function within these descriptions that overlaps with the responsibilities of AFS 271X1 personnel that could cause some confusion in the proper utilization of both specialities. AFS 271X1 airmen are responsible for maintaining flight information data and flight plan processing areas, while AFS 271X2 airmen are responsible for maintaining mission information and planning data. Although the wording appears to be different, these functions are treated similarly in the specialty training standards of each career ladder, as discussed in the next section of this report.

COMPARISON OF THE SPECIALTY TRAINING STANDARDS (STS) WITH SURVEY RESULTS

A review of the current 271X1 STS dated March 1977, the 271X2 STS dated April 1977, and the 274X0 STS dated June 1978, was made for the 3-, 5-, and 7-skill levels in each career ladder. Each subparagraph containing task knowledge or performance requirements was compared to the survey results subparagraphs.

Overall, the three STSs appear to be up-to-date and complete in providing general training requirements. The STS subparagraphs evaluated were supported by survey data.

There appears however, to be a duplication of an area of responsibility in the AFS 271X1 and AFS 271X2 STSs. The AFS 271X1 STS lists paragraph 9 as FLIGHT PLANNING SECTION while the AFS 271X2 lists its paragraph 12 as FLIGHT INFORMATION AND FLIGHT PLANNING. Although the responsibilities for each specialty are different in this functional area, an impression is left that AFS 271X1 and 271X2 personnel could be crossed utilized. This confusion could be eliminated and the job of Operations System Management personnel more clearly defined if the term "Flight Planning" was removed from the STS and the associated tasks were placed in a paragraph associated with other squadron operations functions.

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

A previous joint survey of these career ladders was conducted in May 1972. At that time, both AFS 271X1 and 271X2 personnel were assigned as AFS 271X0, Airport Air Operations personnel. Results of that survey indicated a difficulty in transferring airmen between the dispatching and scheduling functions, and the flight records functions. As the flight records functions became more data automated, the problems of cross-utilization were compounded until the current AFSCs were formed in April 1977. Still, as shown in Table 69, the job structure as it existed in 1972, remains very similar for both AFS 271XX and 274X0. However, this is not to say that the tasks performed by these groups have not changed. Increased data automation, computerized scheduling, new command and control equipment, and different management procedures have all combined over time to alter the job descriptions. Therefore, although the job structures of these specialties have changed little since 1972, the career ladders are dynamically changing in terms of tasks performed in order to keep pace with the changing Air Force flying and command and control missions.

TABLE 69
COMPARISON OF MAJOR JOB CLUSTERS BETWEEN PREVIOUS AND CURRENT 271XX.274X0 SURVEYS

CLUSTER	MAY 1972 SURVEY (N=2,845)		MAY 1979 SURVEY (N=2,529)	
	N	PERCENT OF SURVEY	CLUSTER	N PERCENT OF SURVEY
DISPATCHERS	287	10% 5%	DISPATCHERS	382 15%
NCOIC BASE OPERATIONS	129			
FLIGHT RECORDS AND FLIGHT SCHEDULING NCOICs	128	4%	AIR OPERATIONS PERSONNEL	129 5%
SQUADRON OPERATIONS CLERKS	48	2%	OPERATIONS SYSTEM MANAGEMENT CLERKS	197 8%
FLIGHT RECORDS CLERKS	43	2%	FLIGHT RECORDS PERSONNEL	234 9%
COMMAND AND CONTROL SPECIALISTS	873	31%	COMMAND POST PERSONNEL FORCE STATUS CONTROLLERS	781 31% 78 3%
AIR OPERATIONS SUPERVISORS	109	4%	SUPERVISORS AND MANAGERS	305 12%
HQ OPERATIONS CONTROL NCOICs	56	2%		
OTHER SUPERVISORS	82	3%		

SUMMARY OF BACKGROUND INFORMATION

Assignment to Career Ladder

Forty-one percent of AFS 271X1 and 45 percent of AFS 271X2 survey respondents indicated their assignment to their respective career ladder was by way of DDA from basic training. The remainder in each case either retrained from another specialty or entered their career ladders by other classification means.

Reflecting the fact that AFS 274X0 had until relatively recently been a lateral career ladder, 58 percent of this specialty's respondents indicated they had been retrained from another specialty. Although only 17 percent of these respondents indicated entering the ladder through completion of resident technical training, 68 percent of the first enlistment respondents reported having entered the career ladder in this manner.

Relative Job Satisfaction

Tables 70, 71, and 72 display the various percentages by AFMS groups of the responses to questions regarding job interest, perceived utilization of talents and training, and reenlistment intentions. In order to provide a better understanding of these figures, comparisons with individuals in other mission equipment operations AFSCs surveyed in 1978 would also be included by AFMS groups. These comparative AFSCs as indicated by AFM 26-3 (Vols 11-V), are Intelligence, Command Control Systems Operations, and Communications Operations. However, there were no specialties from these career fields surveyed in 1978. Therefore, data collected in 1977 will be used for comparison purposes.

As shown in Table 70, all three AFS first enlistment groups found their jobs interesting in considerably greater percentages than was reported for this enlistment group in the 1977 comparative studies. Their perceived utilization of talents is also well above those reported by first enlistment personnel in the comparative sample. However, their perceived utilization of training is lower than that reported by the 1977 group. This may be due to the fact that AFS 271X1 and 271X2 personnel receive no formal resident training, while the AFS 274X0 resident course had not yet been channelized to more specifically meet the needs of the students at the time of this survey. Reenlistment intentions were also below those of the comparative group, especially among AFS 274X0 first enlistment personnel.

Table 71 indicates that second enlistment personnel display essentially the same pattern in job satisfaction indices as that of first enlistment personnel. Perceptions of job satisfaction and utilization of talents were higher than the 1977 comparative group, but perceptions of their utilization of training and their reenlistment intentions were lower.

TABLE 70

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT INTENTIONS FOR 27XXX 1-48 MONTHS TAFMS GROUPS (PERCENT RESPONDING)

	1-48 MONTHS TAFMS			COMPARATIVE AFSCs*
	271X1 (N=213)	271X2 (N=340)	274X0 (N=100)	
<u>I FIND MY JOB:</u>				
NO REPLY	3	2	5	-
EXTREMELY DULL TO FAIRLY DULL	14	17	14	25
SO-SO	16	20	17	25
FAIRLY INTERESTING TO EXTREMELY INTERESTING	67	61	64	50
<u>MY JOB UTILIZES MY TALENTS:</u>				
NO REPLY	1	1	0	-
NOT AT ALL OR VERY LITTLE	39	37	32	44
FAIRLY WELL TO VERY WELL	35	57	61	53
EXCELLENTLY TO PERFECTLY	5	5	7	3
<u>MY JOB UTILIZES MY TRAINING:</u>				
NO REPLY	4	1	2	-
NOT AT ALL OR VERY LITTLE	24	29	27	26
FAIRLY WELL TO VERY WELL	64	58	61	67
EXCELLENTLY TO PERFECTLY	8	12	10	7
<u>REENLISTMENT INTENTIONS:</u>				
NO REPLY	1	2	3	-
NO	29	31	42	30
PROBABLY NO	24	25	24	21
PROBABLY YES	29	25	24	31
YES	17	17	7	18

* BASED ON RESPONSES FROM 630 RESPONDENTS IN MISSION EQUIPMENT OPERATIONS CAREER LADDERS SURVEYED IN 1977

TABLE 71

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND
 TRAINING, AND REENLISTMENT INTENTIONS FOR 27XXX 49-96 MONTHS TAFMS GROUPS
 (PERCENT RESPONDING)

	49-96 MONTHS TAFMS			
	271X1 (N=116)	271X2 (N=191)	274X0 (N=300)	COMPARATIVE AFSCs*
I FIND MY JOB:				
NO REPLY	2	4	3	-
EXTREMELY DULL TO FAIRLY DULL	15	14	15	27
SO-SO	20	17	12	19
FAIRLY INTERESTING TO EXTREMELY INTERESTING	63	65	70	54
MY JOB UTILIZES MY TALENTS:				
NO REPLY	1	2	1	-
NOT AT ALL OR VERY LITTLE	28	31	30	38
FAIRLY WELL TO VERY WELL	67	56	61	57
EXCELLENTLY TO PERFECTLY	4	11	8	5
MY JOB UTILIZES MY TRAINING:				
NO REPLY	0	1	1	-
NOT AT ALL OR VERY LITTLE	33	35	28	28
FAIRLY WELL TO VERY WELL	58	50	60	64
EXCELLENTLY TO PERFECTLY	9	14	11	8
REENLISTMENT INTENTIONS:				
NO REPLY	2	4	1	-
NO	18	18	18	14
PROBABLY NO	9	12	22	11
PROBABLY YES	28	32	29	34
YES	43	34	30	41

* BASED ON RESPONSES FROM 329 RESPONDENTS IN MISSION EQUIPMENT OPERATIONS
 CAREER LADDERS SURVEYED IN 1977

It should be pointed out that a greater percentage of AFS 271X1 first enlistment personnel found their jobs interesting than did second enlistment Airfield Management personnel. It is unusual to find such a decline in job interest from the first to the second enlistment since first enlistment airmen that are dissatisfied with their jobs usually separate or retrain rather than continue in the career ladder.

Career airmen (97+ months TAFMS) in all three specialties indicated a job interest level comparable to the second enlistment groups and below that of the comparable group as illustrated in Table 72. While reenlistment intentions increase slightly for AFS 271X1 and 271X2 respondents in these year groups, AFS 274X0 career airmen indicate an intention to separate from the service in greater percentages than either of the other specialties. Some of this dissatisfaction may be attributed to undermanning within the AFS 274X0 career group and the resultant forced retraining as part of Palace Balance, but this would not account for the degree of dissatisfaction reported by this group.

Except for those instances noted above, these career ladders have displayed a level of job satisfaction above that of those comparative specialties surveyed in 1977. However, it should be pointed out that the group of comparative AFSCs registered the lowest levels of job satisfaction of all the career ladders surveyed that year. When compared to the satisfaction indices of the total 51 career ladders surveyed in 1977, the satisfaction levels of all three of the specialties studied for this report are lower. It is apparent that problems do exist within these ladders that effect the job satisfaction of the incumbents.

TABLE 72

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND
 TRAINING, AND REENLISTMENT INTENTIONS FOR 27XXX 97+ MONTHS TAFMS GROUPS
 (PERCENT RESPONDING)

	97+ MONTHS TAFMS			
	271X1 (N=238)	271X2 (N=308)	274X0 (N=600)	COMPARATIVE AFSCs*
<u>I FIND MY JOB:</u>				
NO REPLY	5	2	4	-
EXTREMELY DULL TO FAIRLY DULL	14	16	14	14
SO-SO	13	17	14	13
FAIRLY INTERESTING TO EXTREMELY INTERESTING	68	65	68	73
<u>MY JOB UTILIZES MY TALENTS:</u>				
NO REPLY	2	1	1	-
NOT AT ALL OR VERY LITTLE	25	32	25	23
FAIRLY WELL TO VERY WELL	54	56	57	64
EXCELLENTLY TO PERFECTLY	19	11	17	13
<u>MY JOB UTILIZES MY TRAINING:</u>				
NO REPLY	2	1	2	-
NOT AT ALL OR VERY LITTLE	30	43	26	25
FAIRLY WELL TO VERY WELL	52	45	53	60
EXCELLENTLY TO PERFECTLY	16	11	19	15
<u>REENLISTMENT INTENTIONS:</u>				
NO REPLY	2	1	1	-
NO	15	17	27	24
PROBABLY NO	6	9	10	7
PROBABLY YES	14	17	16	15
YES	63	56	46	54

* BASED ON RESPONSES FROM 329 RESPONDENTS IN MISSION EQUIPMENT OPERATIONS
 CAREER LADDERS SURVEYED IN 1977

AD-A070 639 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX F/G 5/9
AIRFIELD MANAGEMENT, OPERATIONS SYSTEM MANAGEMENT, AND COMMAND --ETC(U)
MAY 79

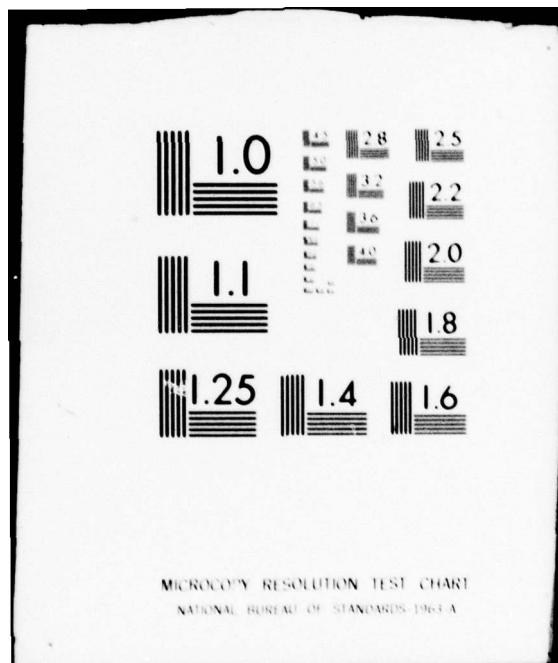
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IMPLICATIONS

In the analysis of the survey data, it was found that the Airfield Management and Operations System Management career ladders are composed, for the most part, of somewhat dissatisfied individuals whose heterogeneous jobs are to support aircraft operations through flight dispatching, maintaining current flight information, scheduling, and compiling and processing operational management data. There was very little overlap of tasks performed indicating that the separation of these specialties was justified. Career ladder documents are accurate reflections of the jobs performed by these AFSC. However, problems do exist that warrant immediate attention.

The marked differences within the AFS 271X2 career ladder among job groups, DAFSCs, and MAJCOM groups indicate a lack of common understanding regarding the actual responsibilities of the personnel in this AFSC. Supervisors in the field do not seem to agree on the tasks an airman should be performing on the job. While this may be resolved in time, as the career ladder matures and stabilizes, it is currently a real concern among career ladder incumbents. This problem was not as noticeable in the Airfield Management specialty, probably because that job is more easily associated with the old AFS 271X0, Airport Air Operations specialty. However, both AFSCs displayed a relatively high degree of job dissatisfaction and low intentions toward reenlistment. Therefore, it can be assumed that the very diverse utilization is not the only cause for dissatisfaction among the incumbents in these career ladders. Attention should be given to increasing the retention rate in these AFSCs to insure that a respectable level of experience is maintained.

The survey data showed that AFS 274X0 personnel, although not as heterogeneous as the other specialties, were nearly as dissatisfied. Their intent to reenlist had a lower average than either AFS 271X1 or AFS 271X2 respondents. Even though they enjoy a higher average grade than most AFSCs, this does not appear to be sufficient incentive for retention. The fact that they feel they are using their talents and training also does not correlate with low job interest and retention. Retention appears to be a problem across all commands, and again, needs to be addressed before this AFSC is faced with a serious decline in experience level.

The situation may already be improving in the AFS 274X0 career ladder. The survey revealed major differences in personnel utilization across MAJCOMs justifying the decision to channelize the training course. Interviews with personnel in the field indicate that because there are now fewer retrainees entering the ladder and those attending the basic course are better trained, first job Command and Control personnel are more motivated and are performing better than expected.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP705 - AIRFIELD DISPATCHERS

NUMBER IN GROUP: 232

PERCENT OF SAMPLE: 9%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (72%), OVERSEAS (28%)

DAFSC DISTRIBUTION: 27131 (13%), 27151 (62%), 27171 (20%), OTHER (5%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 43 MONTHS

AVERAGE TIME IN SERVICE: 60 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 54%

AMOUNT OF SUPERVISION: 83% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (14%), INTERESTING (73%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	23%
	FAIRLY WELL OR BETTER	75%
	NOT REPORTED	2%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	15%
	FAIRLY WELL OR BETTER	82%
	NOT REPORTED	3%

AVERAGE NUMBER OF TASKS PERFORMED: 87

GROUP DIFFERENTIATING TASKS:

TASKS

F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES
N484 EDIT OR PROCESS FLIGHT PLANS
L400 PREPARE OR UPDATE INBOUND, OUTBOUND, OR LOCAL FLIGHT LOGS
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT
N494 OPERATE SECONDARY CRASH PHONE NETS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	39%
N PERFORMING DISPATCHING FUNCTIONS	23%
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	16%
P PERFORMING FLIGHT PLANNING FUNCTIONS	5%
O PERFORMING FLIGHT SCHEDULING FUNCTIONS	4%

GROUP ID NUMBER AND TITLE: GRP703 - SENIOR AIRFIELD DISPATCHERS

NUMBER IN GROUP: 109

PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (68%), OVERSEAS (32%)

DAFSC DISTRIBUTION: 27151 (17%), 27171 (70%), 27199 (7%), OTHER (6%)

AVERAGE GRADE: 5.7

AVERAGE TIME IN CAREER FIELD: 120 MONTHS

AVERAGE TIME IN SERVICE: 166 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 6%

AMOUNT OF SUPERVISION: 78% SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (7%), INTERESTING (84%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	11%
	FAIRLY WELL OR BETTER	87%
	NOT REPORTED	2%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	15%
	FAIRLY WELL OR BETTER	83%
	NOT REPORTED	2%

AVERAGE NUMBER OF TASKS PERFORMED: 151

GROUP DIFFERENTIATING TASKS:

TASKS

- L371 ACCOMPANY CIVIL ENGINEERING (CE) PERSONNEL ON INSPECTION OF STRUCTURAL CONDITION OF RUNWAYS, TAXIWAYS, OR RAMPS
- N501 PREPARE AF FORM 203, CERTIFICATE OF INSURANCE
- A27 PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS
- B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL
- C76 CONDUCT INSPECTIONS OR SPOT CHECKS OF AIR OPERATIONS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	25%
B DIRECTING AND IMPLEMENTING	14%
N PERFORMING DISPATCHING FUNCTIONS	13%
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	12%
D TRAINING	6%

GROUP ID NUMBER AND TITLE: GRP334 - AIRLIFT OPERATIONS NCOs

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: MAC (85%), AFSC (15%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 27151 (40%), 27171 (45%), 27199 (15%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 101 MONTHS

AVERAGE TIME IN SERVICE: 152 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 25%

AMOUNT OF SUPERVISION: 60% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (10%) SO-SO (10%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 85%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 107

GROUP DIFFERENTIATING TASKS:

TASKS

- F190 IDENTIFY OR CORRECT MILITARY AUTOMATED INFORMATIONAL REPORTING (MAIRS) MESSAGES
- L381 DIRECT OR CONTROL FUNCTIONS OF AN AIRLIFT CONTROL ELEMENT
- A23 PLAN FUNCTIONS OF AIRLIFT CONTROL ELEMENT
- F191 IDENTIFY TYPES OF MISSION DEVIATIONS
- F208 INTERPRET OR TRANSMIT MISSION SCHEDULES (AIRLIFT IMPLEMENTATION AND MONITORING SYSTEM, AIMS)

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	38%
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	12%
B DIRECTING AND IMPLEMENTING	9%
A PLANNING AND ORGANIZING	9%
G PERFORMING REPORTING FUNCTIONS	7%

GROUP ID NUMBER AND TITLE: GRP336 - SENIOR FLIGHT SCHEDULERS

NUMBER IN GROUP: 96

PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (69%), OVERSEAS (29%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 27132 (5%), 27152 (42%), 27172 (40%), 27199 (2%),
271X1 (11%)

AVERAGE GRADE: 5.0

AVERAGE TIME IN CAREER FIELD: 93 MONTHS

AVERAGE TIME IN SERVICE: 123 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 27%

AMOUNT OF SUPERVISION: 56% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (24%), INTERESTING (66%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 66%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 66%

AVERAGE NUMBER OF TASKS PERFORMED: 104

GROUP DIFFERENTIATING TASKS:

TASKS

F175 COORDINATE OPERATIONS WITH OTHER MILITARY OR CIVILIAN AGENCIES

F240 REVIEW MISSION ITINERARIES

B39 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS

B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS

A27 PLAN ON-THE-JOB TRAINING (OJT)PROGRAMS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	27%
B DIRECTING AND IMPLEMENTING	13%
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	8%
A PLANNING AND ORGANIZING	8%
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	7%

GROUP ID NUMBER AND TITLE: GRP291 - FLIGHT SCHEDULING SPECIALISTS

NUMBER IN GROUP: 24

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 27132 (25%), 27152 (50%), 27172 (4%), 271X1 (21%)

AVERAGE GRADE: 3.6

AVERAGE TIME IN CAREER FIELD: 30 MONTHS

AVERAGE TIME IN SERVICE: 45 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 58%

AMOUNT OF SUPERVISION: 88% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (8%), INTERESTING (71%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 46%
FAIRLY WELL OR BETTER 54%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 62%

AVERAGE NUMBER OF TASKS PERFORMED: 67

GROUP DIFFERENTIATING TASKS:

TASKS

L376 CONTROL SIGN-IN AND SIGN-OUT SHEETS
L400 PREPARE OR UPDATE INBOUND, OUTBOUND, OR LOCAL FLIGHT LOGS
L384 FILE AIRCREW INFORMATION FILE (AIF) CARDS
F236 RECEIVE OR POST WEATHER INFORMATION
N488 MAINTAIN STATUS OF INBOUND AND OUTBOUND AIRCRAFT

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	26%
M PERFORMING FLIGHT RECORD FUNCTIONS	12%
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	10%
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	10%
B DIRECTING AND IMPLEMENTING	8%

GROUP ID NUMBER AND TITLE: GRP056 - DATA INPUT PERSONNEL

NUMBER IN GROUP: 55

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (91%), OVERSEAS (9%)

DAFSC DISTRIBUTION: 27132 (20%), 27152 (55%), 27172 (22%), 271X1 (3%)

AVERAGE GRADE: 3.8

AVERAGE TIME IN CAREER FIELD: 30 MONTHS

AVERAGE TIME IN SERVICE: 62 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 51%

AMOUNT OF SUPERVISION: 82% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (22%), INTERESTING (63%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 36%
FAIRLY WELL OR BETTER 64%

AVERAGE NUMBER OF TASKS PERFORMED: 17

GROUP DIFFERENTIATING TASKS:

TASKS

- M448 OPERATE KEY PUNCH EQUIPMENT
- M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS
- M443 MAINTAIN ROSTERS RECEIVED FROM COMPUTER
- B36 COLLECT DATA FOR ROUTINE OR SPECIAL REPORTS
- A31 PROCURE DATA FOR PERSONNEL REQUIREMENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

- M PERFORMING FLIGHT RECORD FUNCTIONS 51%
- B DIRECTING AND IMPLEMENTING 13%
- A PLANNING AND ORGANIZING 8%
- G PERFORMING REPORTING FUNCTIONS 6%
- D TRAINING 6%

GROUP ID NUMBER AND TITLE: GRP054 - FLIGHT RECORDS CLERKS

NUMBER IN GROUP: 179

PERCENT OF SAMPLE: 7%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (81%), OVERSEAS (17%), NOT REPORTED (2%)

DAFSC DISTRIBUTION: 27132 (16%), 27152 (55%), 27172 (24%), 27199 (4%),
271X1 (1%)

AVERAGE GRADE: 4.2

AVERAGE TIME IN CAREER FIELD: 50 MONTHS

AVERAGE TIME IN SERVICE: 82 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 41%

AMOUNT OF SUPERVISION: 67% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (14%), INTERESTING (77%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 79%
NOT REPORTED 3%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 81%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 60

GROUP DIFFERENTIATING TASKS:

TASKS

- M469 ROUTE COPY OF IFR TO INDIVIDUALS
- M428 FILE INDIVIDUAL FLIGHT RECORDS (IFR)
- M410 ARRANGE INITIATION OR RECEIPT OF ANNUAL FLIGHT CLEARANCES
AF FORM 1042 MEDICAL RECOMMENDATIONS FOR FLYING DUTY
- M418 AUDIT INDIVIDUAL FLIGHT RECORDS
- M413 ASSIGN AVIATION SERVICE CODES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
M PERFORMING FLIGHT RECORD FUNCTIONS	69%
B DIRECTING AND IMPLEMENTING	9%
D TRAINING	5%
F PERFORMING OPERATIONS FUNCTIONS	4%
A PLANNING AND ORGANIZING	3%

GROUP ID NUMBER AND TITLE: GRP781 - COMMAND POST SHIFT/SECTION NCOICs

NUMBER IN GROUP: 128

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (64%), OVERSEAS (35%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 27450 (14%), 27470 (57%), 27490 (25%), 271XX (4%)

AVERAGE GRADE: 6.2

AVERAGE TIME IN CAREER FIELD: 120 MONTHS

AVERAGE TIME IN SERVICE: 202 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 2%

AMOUNT OF SUPERVISION: 68% SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (13%), INTERESTING (76%),
NOT REPORTED (7%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	16%
	FAIRLY WELL OR BETTER	81%
	NOT REPORTED	3%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	18%
	FAIRLY WELL OR BETTER	79%
	NOT REPORTED	3%

AVERAGE NUMBER OF TASKS PERFORMED: 136

GROUP DIFFERENTIATING TASKS:

TASKS

- F219 OPERATE COMMAND POST RADIOS (VHF, UHF, OR HF)
- D105 CONSTRUCT PHASE TESTS
- F216 NOTIFY CONCERNED AGENCIES OF AIRCRAFT ARRIVAL OR
DEPARTURE TIMES
- F224 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS
- G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	39%
D TRAINING	13%
B DIRECTING AND IMPLEMENTING	13%
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	9%
G PERFORMING REPORTING FUNCTIONS	8%

GROUP ID NUMBER AND TITLE: GRP764 - Command Post NCOICs

NUMBER IN GROUP: 75

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (64%), OVERSEAS (33%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 27450 (1%), 27470 (36%), 27490 (60%), 271XX (3%)

AVERAGE GRADE: 7.4

AVERAGE TIME IN CAREER FIELD: 158 MONTHS

AVERAGE TIME IN SERVICE: 255 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 93% SUPERVISE AN AVERAGE OF 6 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (5%), INTERESTING (82%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	8%
	FAIRLY WELL OR BETTER	91%
	NOT REPORTED	1%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	15%
	FAIRLY WELL OR BETTER	80%
	NOT REPORTED	5%

AVERAGE NUMBER OF TASKS PERFORMED: 97

GROUP DIFFERENTIATING TASKS:

TASKS

- B60 SCHEDULE LEAVES OR PASSES
- B70 SUPERVISE COMMAND AND CONTROL TECHNICIANS (AFSC 27470)
- B53 PREPARE AWARDS AND DECORATION LETTERS
- B48 INITIATE PERSONNEL ACTION REQUESTS
- A17 ESTIMATE BUDGET REQUIREMENTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	28%
F PERFORMING OPERATIONS FUNCTIONS	17%
D TRAINING	15%
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	12%
A PLANNING AND ORGANIZING	11%

GROUP ID NUMBER AND TITLE: GRP420 - COMMAND POST CONTROLLERS

NUMBER IN GROUP: 453

PERCENT OF SAMPLE: 18%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (73%), OVERSEAS (27%)

DAFSC DISTRIBUTION: 27430 (2%), 27350 (60%), 27370 (35%), 27490 (1%),
OTHER (3%)

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 54 MONTHS

AVERAGE TIME IN SERVICE: 114 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

AMOUNT OF SUPERVISION: 85% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (14%), INTERESTING (71%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 72%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 77%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 88

GROUP DIFFERENTIATING TASKS:

TASKS

F201 INITIATE RADIO OR TELEPHONE PATCHES
F188 ENFORCE ENTRY CONTROL OF PERSONNEL INTO COMMAND POSTS
F251 UPDATE COMMAND POST CONTROLLER LOGS
F152 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS
F178 COPY EMERGENCY ACTION MESSAGES (EAMs)

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	61%
G PERFORMING REPORTING FUNCTIONS	11%
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	6%
B DIRECTING AND IMPLEMENTING	5%
D TRAINING	5%

GROUP ID NUMBER AND TITLE: GRP259 - AIRLIFT CONTROLLERS

NUMBER IN GROUP: 84

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: MAC (83%), USAFE (11%), OTHER (6%)

LOCATION: CONUS (50%), OVERSEAS (50%)

DAFSC DISTRIBUTION: 27430 (2%), 27450 (44%), 27470 (42%), 27490 (1%),
271XX (10%), OTHER (1%)

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 56 MONTHS

AVERAGE TIME IN SERVICE: 117 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 19%

AMOUNT OF SUPERVISION: 79% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (27%), SO-SO (19%), INTERESTING (53%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 39%
FAIRLY WELL OR BETTER 61%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 39%
FAIRLY WELL OR BETTER 60%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 49

GROUP DIFFERENTIATING TASKS:

TASKS

- F190 IDENTIFY OR CORRECT MILITARY AUTOMATED INFORMATIONAL REPORTING (MAIRS) MESSAGES
- F208 INTERPRET OR TRANSMIT MISSION SCHEDULES (AIRLIFT IMPLEMENTATION AND MONITORING SYSTEM, AIMS)
- F244 SIGN ONTO AIMS OR MAIRS SYSTEMS UTILIZING CRT PRINTERS
- F233 RECEIVE INFORMATION OR NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS
- F191 IDENTIFY TYPES OF MISSION DEVIATIONS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING OPERATIONS FUNCTIONS	63%
G PERFORMING REPORTING FUNCTIONS	8%
B DIRECTING AND IMPLEMENTING	5%
N PERFORMING DISPATCHING FUNCTIONS	4%
D TRAINING	4%

GROUP ID NUMBER AND TITLE: GRP233 - HEADQUARTERS LEVEL FORCE STATUS CONTROLLERS

NUMBER IN GROUP: 19

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: SAC (74%), HQ USAF (11%), USAFE (10%), TAC (5%)

LOCATION: CONUS (84%), OVERSEAS (16%)

DAFSC DISTRIBUTION: 27171 (5%), 27450 (26%), 27470 (58%), 27490 (11%)

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 95 MONTHS

AVERAGE TIME IN SERVICE: 161 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 11%

AMOUNT OF SUPERVISION: 95% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (0%), INTERESTING (90%),
NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 74%

AVERAGE NUMBER OF TASKS PERFORMED: 50

GROUP DIFFERENTIATING TASKS:

TASKS

- F218 OPERATE AUTOMATIC SECURE VOICE COMMUNICATION SYSTEMS
(AUTOSEVOCOM)
- F251 UPDATE COMMAND POST CONTROLLER LOGS
- F167 CHANGE OR UPDATE OPERATIONS DISPLAYS
- F179 COPY NON-EMERGENCY ACTION MESSAGES
- F249 TRANSMIT NON-EMERGENCY ACTION MESSAGES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

- F PERFORMING OPERATIONS FUNCTIONS 28%
- E PERFORMING GENERAL ADMINISTRATION FUNCTIONS 16%
- B DIRECTING AND IMPLEMENTING 13%
- D TRAINING 11%
- G PERFORMING REPORTING FUNCTIONS 10%

GROUP ID NUMBER AND TITLE: GRP241 - TACTICAL AIR FORCES FORCE STATUS CONTROLLERS

NUMBER IN GROUP: 39

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (54%), OVERSEAS (46%)

DAFSC DISTRIBUTION: 27152 (5%), 27172 (8%), 27450 (33%), 27470 (54%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 82 MONTHS

AVERAGE TIME IN SERVICE: 139 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 10%

AMOUNT OF SUPERVISION: 87% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (13%), INTERESTING (66%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 69%
NOT REPORTED 3%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 66%
NOT REPORTED 3%

AVERAGE NUMBER OF TASKS PERFORMED: 34

GROUP DIFFERENTIATING TASKS:

TASKS

- G259 PREPARE UNIT CAPABILITY MEASUREMENT SYSTEM (UCMS)
REPORTS
- G254 PREPARE AIRCREW OR AIRCRAFT STATUS REPORTS
- G271 TRANSMIT FORCE STATUS REPORTS (FORSTAT)
- G263 RELEASE OR TRANSMIT AIRCREW OR AIRCRAFT REPORTS
- G279 TRANSMIT OPERATIONS EVENTS OR INCIDENTS REPORTS (OPREP-3)

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G PERFORMING REPORTING FUNCTIONS	34%
B DIRECTING AND IMPLEMENTING	19%
E PERFORMING GENERALL ADMINISTRATION FUNCTIONS	16%
F PERFORMING OPERATIONS FUNCTIONS	11%
D TRAINING	7%

GROUP ID NUMBER AND TITLE: GRP179 - SAC UNIT FORCE STATUS CONTROLLERS

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: SAC (95%), TAC (5%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 27430 (15%), 27450 (60%), 27470 (25%)

AVERAGE GRADE: 4.2

AVERAGE TIME IN CAREER FIELD: 21 MONTHS

AVERAGE TIME IN SERVICE: 77 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 40%

AMOUNT OF SUPERVISION: 95% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (80%),
NOT REPORTED (10%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 65%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 80%
NOT REPORTED 5%

AVERAGE NUMBER OF TASKS PERFORMED: 40

GROUP DIFFERENTIATING TASKS:

TASKS

- G256 PREPARE LOCATION OF KEY PERSONNEL REPORTS
- G270 TRANSMIT FLIGHT FOLLOWING REPORTS
- G285 TRANSMIT WEAPON STATUS REPORTS
- G266 REPORT AIRCRAFT ARRIVAL OR DEPARTURE TIMES
- G262 PREPARE, RELEASE OR TRANSMIT DV REPORTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G PERFORMING REPORTING FUNCTIONS	41%
F PERFORMING OPERATIONS FUNCTIONS	26%
I OPERATING 465L OR 487L SYSTEMS OR ASSOCIATED EQUIPMENT	9%
B DIRECTING AND IMPLEMENTING	7%
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	5%

GROUP ID NUMBER AND TITLE: GRP459 - AIR OPERATIONS SUPERVISORS

NUMBER IN GROUP: 191

PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (86%), OVERSEAS (13%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 27152 (13%), 27172 (34%), 27199 (40%), 271X1 (8%),
274X0 (4%), OTHER (1%)

AVERAGE GRADE: 6.5

AVERAGE TIME IN CAREER FIELD: 127 MONTHS

AVERAGE TIME IN SERVICE: 196 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 2%

AMOUNT OF SUPERVISION: 88% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (12%), INTERESTING (78%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 65%

AVERAGE NUMBER OF TASKS PERFORMED: 67

GROUP DIFFERENTIATING TASKS:

TASKS

- B72 SUPERVISE OPERATIONS SYSTEMS MANAGER SPECIALIST
(AFSC 27152)
- B67 SUPERVISE APPRENTICE OPERATIONS SYSTEMS MANAGEMENT
SPECIALIST (AFSC 27132)
- D109 MAINTAIN TRAINING RECORDS
- C90 REVIEW COMPLETED AIR OPERATIONS FORMS OR RECORDS FOR
PROCEDURAL CORRECTIONNESS
- C92 VERIFY DATA USED IN PREPARATION OF AIR OPERATIONS
REPORTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	34%
D TRAINING	15%
A PLANNING AND ORGANIZING	12%
F PERFORMING OPERATIONS FUNCTIONS	11%
C EVALUATING	9%

GROUP ID NUMBER AND TITLE: GRP665 - AIRFIELD MANAGEMENT NCOICs

NUMBER IN GROUP: 23

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (61%), OVERSEAS (39%)

DAFSC DISTRIBUTION: 27151 (4%), 27171 (48%), 27199 (48%)

AVERAGE GRADE: 7.0

AVERAGE TIME IN CAREER FIELD: 173 MONTHS

AVERAGE TIME IN SERVICE: 209 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 96% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (9%), INTERESTING (78%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 83%
NOT REPORTED 4%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 78%

AVERAGE NUMBER OF TASKS PERFORMED: 69

GROUP DIFFERENTIATING TASKS:

TASKS

- L390 INSPECT RUNWAYS FOR FOREIGN OBJECTS
- L371 ACCOMPANY CIVIL ENGINEERING (CE) PERSONNEL ON INSPECTION
OF STRUCTURAL CONDITION OF RUNWAYS, TAXIWAYS, OR RAMPS
- B64 SUPERVISE AIRFIELD SYSTEMS MANAGEMENT SUPERVISOR
(AFSC 27171)
- F163 ARRANGE FOR RUNWAY, TAXIWAY, OR RAMP SWEEPING
- F158 ARRANGE FOR CLEARING RUNWAYS OF DISABLED AIRCRAFT

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	33%
F PERFORMING OPERATIONS FUNCTIONS	16%
A PLANNING AND ORGANIZING	11%
L PERFORMING OPERATIONS SYSTEMS AND AIRFIELD MANAGEMENT GENERAL FUNCTIONS	11%
C EVALUATING	10%

GROUP ID NUMBER AND TITLE: GRP518 - FLIGHT RECORDS SUPERVISORS

NUMBER IN GROUP: 18

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: TAC (50%), SAC (33%), MAC (6%), USAFE (6%), AAC (5%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 27152 (17%), 27172 (72%), 27199 (11%)

AVERAGE GRADE: 5.6

AVERAGE TIME IN CAREER FIELD: 105 MONTHS

AVERAGE TIME IN SERVICE: 142 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 11%

AMOUNT OF SUPERVISION: 91% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (17%), INTERESTING (77%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 6%
FAIRLY WELL OR BETTER 94%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 49

GROUP DIFFERENTIATING TASKS:

TASKS

- M448 OPERATE KEY PUNCH EQUIPMENT
- M480 WRITE BASE LEVEL INQUIRY SYSTEMS (BLIS) OR ON-LINE RETRIEVALS
- M461 PREPARE OR MAINTAIN COMPUTER REPORTS OR INDIVIDUAL FLIGHT RECORDS
- M443 MAINTAIN ROSTERS RECEIVED FROM COMPUTERS
- M429 IMPLEMENT PRIVACY ACT PROGRAMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

- B DIRECTING AND IMPLEMENTING 33%
- M PERFORMING FLIGHT RECORD FUNCTIONS 28%
- D TRAINING 14%
- C EVALUATING 8%
- A PLANNING AND ORGANIZING 5%

GROUP ID NUMBER AND TITLE: GRP526 - HIGHER HEADQUARTERS COMMAND AND CONTROL
MANAGERS

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 27470 (10%), 27490 (85%), 27199 (5%)

AVERAGE GRADE: 8.3

AVERAGE TIME IN CAREER FIELD: 173 MONTHS

AVERAGE TIME IN SERVICE: 271 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 75% SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (10%), INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 85%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 52

GROUP DIFFERENTIATING TASKS:

TASKS

- C77 CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS
- C87 EVALUATE TIMELINESS AND ACCURACY OF COMMAND POST OPERATIONS
- A8 DEVELOP PROCEDURES FOR DISSEMINATING COMMAND POST INFORMATION
- A16 ESTABLISH STANDARD OPERATING PROCEDURE (SOP) FILES FOR COMMAND POSTS
- A13 ESTABLISH COMMAND POST SCHEDULES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	40%
A PLANNING AND ORGANIZING	17%
C EVALUATING	13%
E PERFORMING GENERAL ADMINISTRATION FUNCTIONS	11%
F PERFORMING OPERATIONS FUNCTIONS	7%

GROUP ID NUMBER AND TITLE: GRP205 - SPECIAL ACTIVITIES MANAGERS

NUMBER IN GROUP: 24

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (63%), OVERSEAS (33%), NOT REPORTED (4%)

DAFSC DISTRIBUTION: 27171 (13%), 27152 (12%), 27172 (17%), 27199 (8%),
27450 (4%), 27470 (25%), 27490 (21%)

AVERAGE GRADE: 6.5

AVERAGE TIME IN CAREER FIELD: 114 MONTHS

AVERAGE TIME IN SERVICE: 203 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 54% DO NOT SUPERVISE. THE REMAINDER SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (4%), INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%
NOT REPORTED 0%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 59%

AVERAGE NUMBER OF TASKS PERFORMED: 42

GROUP DIFFERENTIATING TASKS:

TASKS

- E121 ARRANGE FOR REPRODUCTION OF CLASSIFIED MATERIALS
- E142 PREPARE OR SIGN CERTIFICATES FOR DESTRUCTION OF CLASSIFIED MATERIALS
- E125 DESTROY OR WITNESS DESTRUCTION OF CLASSIFIED MATERIALS
- E124 COLLATE OR ASSEMBLE REPRODUCTIONS
- E136 POST CHANGES TO CLASSIFIED PUBLICATIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

- B DIRECTING AND IMPLEMENTING 32%
- E PERFORMING GENERAL ADMINISTRATION FUNCTIONS 22%
- A PLANNING AND ORGANIZING 12%
- F PERFORMING OPERATIONS FUNCTIONS 11%
- C EVALUATING 8%

GROUP ID NUMBER AND TITLE: GRP144 - FLIGHT ACTIVITIES TRAINERS

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (85%), OVERSEAS (11%), NOT REPORTED (4%)

DAFSC DISTRIBUTION: 27151 (8%), 27172 (22%), 27152 (22%), 27172 (37%),
27199 (11%)

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 99 MONTHS

AVERAGE TIME IN SERVICE: 183 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 89% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (26%), SO-SO (26%), INTERESTING (44%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 48%
FAIRLY WELL OR BETTER 52%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 48%
FAIRLY WELL OR BETTER 52%

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP DIFFERENTIATING TASKS:

TASKS

- D101 CONDUCT INITIAL OJT PROGRAMS
- A27 PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS
- B41 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES
- B38 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL
- D106 COUNSEL INDIVIDUALS ON TRAINING PROBLEMS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	32%
D TRAINING	21%
F PERFORMING OPERATIONS FUNCTIONS	11%
C EVALUATING	9%
A PLANNING AND ORGANIZING	7%

GROUP ID NUMBER AND TITLE: GRP198 - OJT TRAINING MANAGERS

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: .5%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (79%), OVERSEAS (21%)

DAFSC DISTRIBUTION: 27151 (14%), 27152 (14%), 27172 (29%), 27199 (7%),
27450 (7%), 27470 (29%)

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 90 MONTHS

AVERAGE TIME IN SERVICE: 145 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

AMOUNT OF SUPERVISION: 71% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (14%), INTERESTING (58%),
NOT REPORTED (14%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 72%
NOT REPORTED 7%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

AVERAGE NUMBER OF TASKS PERFORMED: 27

GROUP DIFFERENTIATING TASKS:

TASKS

D100 CONDUCT CLASSROOM TRAINING
D104 CONDUCT TRAINING PROGRAMS (EXCLUDING OJT)
B47 IMPLEMENT TRAINING PROGRAMS
D113 PREPARE LESSON PLANS
D94 ADMINISTER OR SCORE TESTS (EXCLUDING TAPE EXAMINATIONS)

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

D	TRAINING	32%
B	DIRECTING AND IMPLEMENTING	29%
A	PLANNING AND ORGANIZING	12%
C	EVALUATING	8%
M	PERFORMING FLIGHT RECORD FUNCTIONS	6%

GROUP ID NUMBER AND TITLE: GRP082 - HIGHER HEADQUARTERS EVALUATORS

NUMBER IN GROUP: 24

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: VARIED

LOCATION: CONUS (58%), OVERSEAS (42%)

DAFSC DISTRIBUTION: 27171 (17%), 27152 (4%), 27172 (8%), 27199 (8%),
27470 (21%), 27490 (42%)

AVERAGE GRADE: 7.3

AVERAGE TIME IN CAREER FIELD: 171 MONTHS

AVERAGE TIME IN SERVICE: 256 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 79% DO NOT SUPERVISE

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (13%), INTERESTING (75%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

AVERAGE NUMBER OF TASKS PERFORMED: 30

GROUP DIFFERENTIATING TASKS:

TASKS

C77 CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST
OPERATIONS

C87 EVALUATE TIMELINESS AND ACCURACY OF COMMAND POST
OPERATIONS

C91 REVIEW COMPLETED COMMAND POST FORMS OR RECORDS FOR
PROCEDURAL CORRECTNESS

A25 PLAN INSPECTION ROUTINES

B42 DRAFT CHANGES TO MANUALS OR PUBLICATIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B	DIRECTING AND IMPLEMENTING	33%
C	EVALUATING	19%
A	PLANNING AND ORGANIZING	15%
F	PERFORMING OPERATIONS FUNCTIONS	10%
E	PERFORMING GENERAL ADMINISTRATION FUNCTIONS	8%